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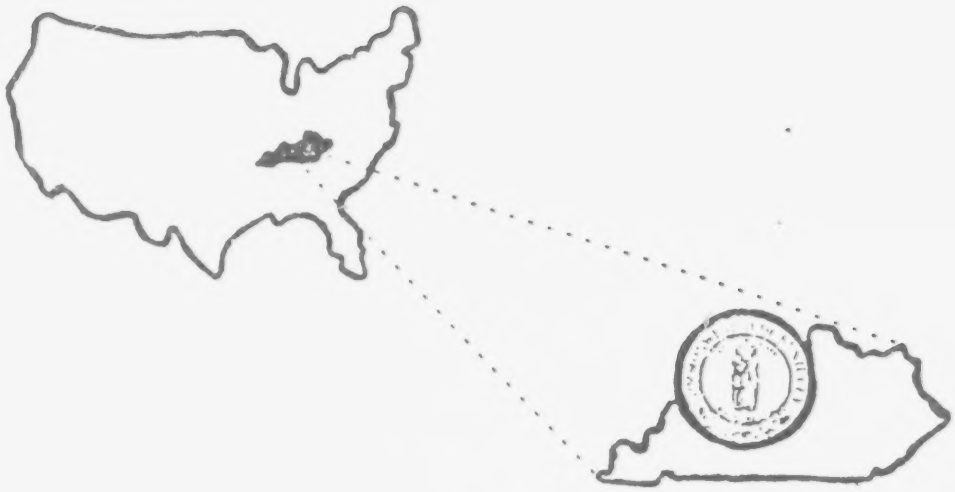
KENTUCKY

Annual Planning Report

FY 1983



An annual publication of the Kentucky Department for Human Resources

KENTUCKY
ANNUAL PLANNING REPORT
FY 1983

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Prepared in affiliation with the Employment and Training Administration and the Bureau of Labor Statistics, U.S. Department of Labor

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PREFACE

This set of reports is generated primarily to meet the demand of the Commonwealth's CETA Prime Sponsors and the Bureau for Manpower Services for labor market information in their planning cycles. As such, it seeks to present data and analyses which will give planners valid understanding of the labor market in their respective areas, including brief glimpses of the past, the present and the future relative to several important indicators of labor market changes. Although the report formats have been standardized, there remain certain differences in their contents because of prime sponsor emphasis and data availability.

A report of this magnitude can not be undertaken without a great deal of cooperation from several information providers. We would like to thank the University of Louisville's Urban Studies Center and the Governor's Council of Economic Advisors for input relative to the changes in population and economic developments, respectively. Additionally, several Bureau for Manpower Services local offices provided substantial efforts relative to local labor market changes.

Our agency is pleased to supply this information to anyone who may need it as a resource document. Questions regarding this report or requests for additional copies should be addressed to:

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TABLE OF CONTENTS

	Page
HIGHLIGHTS AND CONCLUSIONS	1
STATE MANPOWER PROFILE	2
POPULATION TRENDS	3
RECENT LABOR FORCE AND UNEMPLOYMENT TRENDS	7
CHARACTERISTICS OF THE INSURED UNEMPLOYED	11
EMPLOYMENT DEVELOPMENTS BY INDUSTRY	15
HOURS AND EARNINGS	19
EMPLOYMENT DEVELOPMENTS AND OUTLOOK BY OCCUPATION	22
BARRIERS TO EMPLOYMENT	37
CETA PLANNING TABLES - AN EXPLANATION	39
EX-OFFENDERS - THE "TYPICAL" KENTUCKY INMATE	43
APPENDICES	45
BALANCE OF STATE TABLES	46
LABOR MARKET INFORMATION GLOSSARY	50

TABLES

		Page
Table I	Commonwealth of Kentucky, Total Population by Age and Sex, 1970 and 1980	4
Table II	Commonwealth of Kentucky, White Population by Age and Sex, 1970 and 1980	5
Table III	Commonwealth of Kentucky, Nonwhite Population by Age and Sex, 1970 and 1980	6
Table IV	Labor Force Data in Kentucky, 1972-1981	8
Table V	Unemployment Rates by CETA Prime Sponsor Area, 1972-1981	9
Table VI	Labor Force Data by BMS Local Office Area	10
Table VII	Selected Characteristics of the Insured Unemployed - Average Weeks of State Unemployment Insurance Claimed during Week Including 19th of Month for 1981 in Kentucky	13
Table VIII	Employment Developments by Major Industry, Kentucky, 1972-1981	17
Table IX	Summary of Hours and Earnings, 1972, 1980 and 1981	20
Table X	Occupational Listing of Available Job Applicants and Occupations in Which 100 or More Job Openings Were Received or 300 or More Job Applications Were Filed, October 1980 Through September 1981	25
Table XI	Estimated Employment and Job Openings, Broad Occupations, Kentucky 1978, 1985	29
Table XII	Selected High Demand Occupations, Kentucky, Annual Average Job Openings	30
Table XIII	Fast-Growing Occupations, Kentucky	35
Table XIV	Basic CETA Planning Table, FY 1983, Kentucky	40
Table XV	Vertical Percent Distribution of CETA Eligible Population by Age, Race and Sex, FY 1983, Kentucky	41
Table XVI	Veteran Population, FY 1983	42
Table XVII	Estimated Number of Ex-Offenders in Kentucky by County	43

TABLES

		Page
Table XVIII	Population by Age, Race and Sex, 1980, Balance of State	46
Table XIX	Civilian Labor Force Trends, Balance of State Prime Sponsor	47
Table XX	Basic CETA Planning Table, FY 1983, Balance of State	48
Table XXI	Vertical Percent Distribution of CETA Eligible Population by Age, Race and Sex, FY 1983, Balance of State	49

HIGHLIGHTS AND CONCLUSIONS

The total population of Kentucky in 1980 was 3,660,777 persons. This represented an increase of 13.7 percent over the 1970 total. Males made up 48.9 percent of the population and number 1,789,039, and females totaled 1,871,738. The 25-34 age group showed a growth rate of 53.7 percent over the decade. Total nonwhite population in 1980 was 281,833 persons and accounted for 7.7 percent of Kentucky's population.

The civilian labor force in Kentucky averaged 1,662,000 persons in 1981. This represented an increase of 2.5 percent over 1980. The number of unemployed persons in Kentucky rose 6.9 percent from an average of 131,000 in 1980 to 140,000 in 1981, while the number of employed persons increased by only 2.2 percent. Kentucky's 8.4 percent average unemployment rate in 1981 surpassed the national jobless rate of 7.6 percent.

Average weeks of state unemployment insurance claimed over reference periods during 1981 equaled 50,377. Males accounted for 65.9 percent of the total, and females represented 34.1 percent. Average weeks claimed by nonwhites accounted for 7.7 percent of the total. By industry attachment, 32.7 percent of the average weeks claimed were filed by workers in manufacturing industries, and 18.4 percent were filed by workers attached to the construction industry.

Total nonagricultural wage and salary employment continued its downward movement in 1981, receding 1.4 percent to an annual average of 1,193,200 jobs. This represented a loss of 52,200 jobs in Kentucky over the past two years. Most of the decline can be attributed to industries traditionally affected by recessionary declines, such as durable goods manufacturing and construction. The construction industry experienced a decrease of 17,800 jobs over the past two years, and durable goods manufacturing experienced an employment loss of 20,400.

Average hourly earnings of production workers in Kentucky's manufacturing industries increased 7.1 percent between 1980 and 1981. The average workweek increased 1.0 percent in 1981 to an average of 39.3 hours per week, and averages weekly earnings increased 8.2 percent. The average manufacturing production worker in Kentucky earned $308.90 per week in 1981.

The number of applicants registering for employment through local offices of the Bureau for Manpower Services between October 1, 1980 and September 30, 1981 totaled 397,132, of which 14.4 percent were filed for clerical jobs, 16.3 percent applied for service occupations and 13.5 percent filed for structural work occupations. Health care occupations are expected to show a fast growth rate over the next three years, with dental lab technicians, nurse aides, orderlies, dental hygienists, dental assistants and dentists listed as some of Kentucky's fastest growing occupations.

It is estimated that 572,902 persons in Kentucky will be potentially eligible for CETA programs in Fy 1983. Of these 32.4 percent will be youth aged 14-21, 48.5 percent will be female, and 17.3 percent will be nonwhites.

STATE MANPOWER PROFILE

1. Labor Area Definition:

The Commonwealth of Kentucky consists of four CETA prime sponsors: Balance of State (92 counties), Bluegrass Employment and Training Program (4 counties), Eastern Kentucky Concentrated Employment Program (23 counties), and Louisville-Jefferson County Consortium (1 county).

2. Recent Population Estimates:

	1980	1970	Percent Change
Kentucky	3,661,433	3,220,711	13.7
CETA Prime Sponsors			
Balance of State	2,158,821	1,863,425	15.9
Bluegrass Employment & Training Program	297,108	249,435	19.1
Eastern Kentucky CEP	520,711	412,796	26.1
Louisville-Jefferson County Consortium	684,793	695,055	- 1.5

3. Estimated Civilian Labor Force:

The civilian labor force in Kentucky averaged 1,662,000 persons in 1981. This was up 41,000 or 2.5 percent since 1980.

4. Estimated Unemployment:

The rate of joblessness was estimated at 8.4 percent of the civilian labor force in 1981. This was slightly higher than the 8.1 percent average unemployment rate in 1980.

5. Nonagricultural Wage and Salary Employment:

Total nonagricultural employment in 1981 averaged 1,193,200 workers. This represented a decline of 1.4 percent from the 1980 average.

6. Manufacturing Employment:

Manufacturing employment in 1981 averaged 272,100 workers. This was 1.5 percent less than the 1980 average.

7. Major Industries in Terms of Employment, 1981 Annual Averages:

Manufacturing (total)	272,100	Nonmanufacturing (total)	921,100
Nondurable Goods	120,500	Mining	50,500
Durable Goods	151,600	Construction	51,400
		Trans. & Public Util.	67,100
		Trade	258,300
		Finance, Ins. & Real Estate	52,000
		Services	214,700
		Government	227,100

POPULATION TRENDS

The total population in the Commonwealth in 1980 as reported by the census was 3,660,777. This represented a 13.7 percent increase over 1970. The female population, totalling 1,871,738, comprized 51.3 percent of the population.

All age groups detailed in the total population tables showed population increases over 1970 with the exception of the 0-13 age group. This decline in this age group helps explain recent declining school enrollments and projections of future school consolidations or closings.

As a result of the post-war baby boom and the increased birth rate of the early fifties, the 25-34 age group showed the largest percentage increase (53.7 percent) between 1970 and 1980. This group makes up a large percentage of the working population and benefited strongly from increased employment experienced during the seventies.

The percentage of nonwhite population in Kentucky continued to be low compared to many states. Nonwhite persons represented 7.7 percent of Kentucky's total population in 1980, compared to 7.4 percent in 1970. The largest percentage increase in the nonwhite population was in the 25-34 year old group, which showed a 125.4 percent increase over 1970. Decreases from 1970 in the nonwhite population occurred in the 0-13, 45-54, 55-64 and 65+ age groups.

Table I
Commonwealth of Kentucky
Total Population by Age and Sex
1970 and 1980

Age Cohorts	1970 Census	1980 Census	% Change 1970-1980
Total Population	3,218,706	3,660,777	13.7
0-13	855,431	808,366	- 5.5
14-24	650,351	766,079	17.8
25-34	380,990	585,626	53.7
35-44	350,340	404,520	15.5
45-54	349,053	354,252	1.5
55-64	295,113	332,106	12.5
65+	337,428	409,828	21.5
Total Male Population	1,579,036	1,789,039	13.3
0-13	437,247	411,531	- 5.9
14-24	332,714	394,647	18.6
25-34	186,178	290,437	56.0
35-44	169,356	198,527	17.2
45-54	168,772	170,890	1.3
55-64	139,439	155,369	11.4
65+	145,330	167,638	15.4
Total Female Population	1,639,670	1,871,738	14.2
0-13	418,184	396,835	- 5.1
14-24	317,637	371,432	16.9
25-34	194,812	295,189	51.5
35-44	180,984	205,993	13.8
45-54	180,281	183,362	1.7
55-64	155,674	176,737	13.5
65+	192,098	242,190	26.1

Table II
Commonwealth of Kentucky
White Population by Age and Sex
1970 and 1980

Age Cohorts	1970 Census	1980 Census	% Change 1970-1980
Total White Population	2,981,766	3,378,944	13.3
0-13	784,531	740,912	- 5.6
14-25	598,374	690,998	15.5
25-34	357,332	532,298	49.0
35-44	327,256	380,737	16.3
45-54	326,281	333,319	2.2
55-64	274,898	313,732	14.1
65+	313,094	386,948	23.6
White Male Population	1,464,399	1,650,449	12.7
0-13	401,664	377,603	- 6.0
14-24	305,021	354,591	16.3
25-34	175,491	262,413	49.5
35-44	159,043	188,133	18.3
45-54	158,358	161,850	2.2
55-64	130,182	147,395	13.2
65+	134,640	158,464	17.7
White Female Population	1,517,367	1,728,495	13.9
0-13	382,867	363,309	- 5.1
14-24	293,353	336,407	14.7
25-34	181,841	269,885	48.4
35-44	168,213	192,604	14.5
45-54	167,923	171,469	2.1
55-64	144,716	166,337	14.9
65+	178,454	228,484	28.0

Table III
Commonwealth of Kentucky
Nonwhite Population by Age and Sex
1970 and 1980

Age Cohorts	1970 Census	1980 Census	% Change 1970-1980
Total Nonwhite Population	236,940	281,833	19.0
0-13	70,900	67,454	- 4.9
14-24	51,977	75,081	44.5
25-34	23,658	53,328	125.4
35-44	23,084	23,783	3.0
45-54	22,772	20,933	- 8.1
55-64	20,215	18,374	- 9.1
65+	24,334	22,880	- 6.0
Nonwhite Male Population	114,637	138,590	20.9
0-13	35,583	33,928	- 4.7
14-24	27,693	40,056	44.6
25-34	10,687	28,024	162.2
35-44	10,313	10,394	0.8
45-54	10,414	9,040	- 13.2
55-64	9,257	7,974	- 13.9
65+	10,690	9,174	- 14.2
Nonwhite Female Population	122,303	143,243	17.1
0-13	35,317	33,526	- 5.1
14-24	24,284	35,025	44.2
25-34	12,971	25,304	95.1
35-44	12,771	13,389	4.8
45-54	12,358	11,893	- 3.4
55-64	10,958	10,400	- 5.1
65+	13,644	13,706	0.5

RECENT LABOR FORCE AND UNEMPLOYMENT TRENDS

The civilian labor force in Kentucky averaged 1,662,000 persons in 1981, a rise of 2.5 percent over 1980. This continued an increasing trend but at a slightly decreased rate. The number of persons unemployed in 1981 averaged 140,000, which was a 6.9 percent increase over 1980. This reflected considerably less increase in unemployment when compared to the 50.6 percent rise in unemployed persons from 1979 to 1980. This could be an indication that the increase in unemployment, with the exception of seasonal factors, has started to level off in Kentucky.

In 1981, the unemployment rate in Kentucky averaged 8.4 percent, compared to the national rate of 7.6 percent. The monthly state rate exceeded the national rate each month except September and October. In the years 1973-1979 Kentucky's unemployment rate maintained at a level below the national rate. This trend changed in 1980 and continued during 1981.

Unemployment rates in the four C.E.T.A. Prime Sponsor areas in Kentucky varied from a high 10.5 percent rate in the Eastern Kentucky Concentrated Employment Program to a traditionally low rate of 4.9 percent in the Bluegrass Employment and Training Program area centered in Lexington. The Balance of State Prime Sponsor area continued to remain close to the state average at 8.5 percent. The urban Louisville-Jefferson County Prime Sponsor area's unemployment rate increased to 8.8 percent in 1981 from 8.0 percent in 1980.

Table IV
Labor Force Data in Kentucky
1972-1981

	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate	U. S. Unemployment Rate
1981 Annual Average	1,662,000	1,522,000	140,000	8.4	7.6
December	1,665,965	1,508,387	157,578	9.5	8.3
November	1,682,719	1,534,175	148,544	8.8	7.9
October	1,679,606	1,562,318	117,288	7.0	7.5
September	1,671,515	1,556,419	115,096	6.9	7.3
August	1,666,168	1,537,541	128,627	7.7	7.2
July	1,634,738	1,501,850	132,888	8.1	7.3
June	1,685,109	1,543,485	141,624	8.4	7.7
May	1,674,878	1,538,590	136,288	8.1	7.1
April	1,660,900	1,520,284	140,616	8.5	7.0
March	1,646,317	1,499,361	146,956	8.9	7.7
February	1,643,863	1,484,871	158,992	9.7	8.0
January	1,632,220	1,476,719	155,501	9.5	8.2
1980 Annual Average	1,621,000	1,489,000	131,000	8.1	7.1
December	1,609,023	1,487,264	121,759	7.6	6.9
November	1,626,401	1,507,351	119,050	7.3	7.1
October	1,646,743	1,519,257	127,486	7.7	7.1
September	1,645,660	1,509,654	136,006	8.3	7.1
August	1,641,486	1,500,967	140,519	8.6	7.5
July	1,647,560	1,498,600	148,960	9.0	7.9
June	1,666,555	1,516,675	149,880	9.0	7.8
May	1,642,155	1,517,514	124,641	7.6	7.0
April	1,612,781	1,490,427	122,354	7.6	6.6
March	1,579,412	1,457,762	121,650	7.7	6.6
February	1,564,973	1,427,779	137,194	8.8	6.8
January	1,557,250	1,434,750	122,500	7.9	6.8
1979 Annual Average	1,563,000	1,476,000	87,000	5.6	5.8
1978 " "	1,551,000	1,470,000	82,000	5.2	6.0
1977 " "	1,511,000	1,440,000	70,000	4.7	7.0
1976 " "	1,451,000	1,370,000	81,000	5.6	7.7
1975 " "	1,405,000	1,303,000	103,000	7.3	8.5
1974 " "	1,410,000	1,346,000	64,000	4.5	5.6
1973 " "	1,375,000	1,324,000	51,000	3.7	4.9
1972 " "	1,280,000	1,204,000	76,000	5.9	5.6

Table V
Unemployment Rates
by C.E.T.A. Prime Sponsor Area
1972-1981

		Kentucky		C.E.T.A. Prime Sponsors		
	Date	Kentucky	Balance of State	Bluegrass Employment & Training Program	Eastern Kentucky C.E.P.	Louisville Jefferson County
1981	Annual Average	8.4	8.5	4.9	10.5	8.8
	December	9.5	9.4	5.4	8.5	12.2
	November	8.8	8.7	4.8	8.3	11.4
	October	7.0	7.0	4.3	8.0	7.7
	September	6.9	6.9	4.3	8.4	7.4
	August	7.7	7.5	4.3	9.2	9.3
	July	8.1	8.1	5.1	10.2	8.5
	June	8.4	8.3	5.1	11.7	8.6
	May	8.1	7.9	4.7	13.2	7.7
	April	8.5	8.3	4.9	13.6	7.7
	March	8.9	9.3	5.5	11.2	8.1
	February	9.7	10.4	5.4	11.7	8.5
	January	9.5	10.2	5.5	11.4	8.5
1980	Annual Average	8.1	8.3	4.7	10.0	8.0
	December	7.6	7.9	4.3	8.9	7.4
	November	7.3	7.6	4.3	8.8	7.3
	October	7.7	8.0	4.5	9.3	7.8
	September	8.3	8.4	4.8	10.0	8.7
	August	8.6	8.6	5.0	10.2	9.3
	July	9.0	9.6	5.5	10.6	8.3
	June	9.0	9.1	5.6	10.2	9.8
	May	7.6	7.8	4.5	9.2	7.7
	April	7.6	7.8	4.2	9.9	7.2
	March	7.7	8.1	4.3	10.8	6.6
	February	8.8	9.0	4.7	11.9	8.3
	January	7.9	8.1	4.7	10.7	7.1
1979	Annual Average	5.6	5.5	3.3	8.5	5.1
1978	Annual Average	5.3	5.2	3.3	7.9	5.1
1977	Annual Average	4.6	4.5	2.9	6.4	4.7
1976	Annual Average	5.6	5.3	3.4	7.7	6.3
1975	Annual Average	7.3	7.6	4.2	8.3	7.4
1974	Annual Average	4.5	4.7	2.7	6.0	4.2
1973	Annual Average	3.7	3.8	2.2	5.9	3.3
1972	Annual Average	5.9	5.7	4.1	9.5	5.7

Table VI
Labor Force Data by BMS Local Office Area
1980 and 1981

	1980			1981			% Change	% Change
	Civilian Labor Force	Total Unemp.	Unemp. Rate	Civilian Labor Force	Total Unemp.	Unemp. Rate	Labor Force 1980-1981	Unemp. 1980-1981
Kentucky	*1,621,000	131,100	8.1	1,662,000	140,000	8.4	2.5	6.9
BMS Local Offices								
Ashland	54,136	5,660	10.5	54,600	5,802	10.6	0.9	2.5
Bowling Green	68,349	6,391	9.4	68,569	6,270	9.1	0.3	- 1.9
Corbin	57,992	5,980	10.3	60,403	5,844	9.7	4.2	- 2.3
Covington	143,232	9,223	6.4	150,304	11,123	7.4	4.9	20.6
Danville	33,336	2,924	8.8	34,336	3,221	9.4	3.0	10.2
Elizabethtown	76,526	7,025	9.2	81,716	7,538	9.2	6.8	7.3
Frankfort	48,360	2,483	5.1	48,895	2,847	5.8	1.1	14.7
Glasgow	34,024	3,165	9.3	34,173	3,021	8.8	0.4	- 4.5
Harlan	24,579	2,436	9.9	25,974	2,225	8.6	5.7	- 8.7
Hazard	41,102	4,743	11.5	41,973	4,440	10.6	2.1	- 6.4
Henderson	35,547	2,171	6.1	36,340	2,273	6.3	2.2	4.7
Hopkinsville	43,784	4,146	9.5	44,288	3,932	8.9	1.2	5.2
Lexington	146,177	6,533	4.5	150,774	7,163	4.8	3.1	9.6
Louisville	379,589	29,755	7.8	385,216	33,099	8.6	1.5	11.2
Madisonville	44,943	3,677	8.2	44,531	4,022	9.0	- 0.9	9.4
Mayfield	36,343	4,276	11.8	34,739	4,419	12.7	- 4.4	3.3
Maysville	23,440	2,024	8.6	23,685	2,754	11.6	1.0	36.1
Morehead	27,284	3,054	11.2	28,549	3,469	12.2	4.6	13.6
Owensboro	63,231	4,840	7.7	63,680	4,843	7.6	0.7	0.1
Paducah	47,162	4,007	8.5	48,254	3,899	8.1	2.3	- 2.7
Pikeville	29,506	1,899	6.4	32,867	3,161	9.6	11.4	66.5
Prestonsburg	35,817	3,217	9.0	39,149	3,680	9.4	9.3	14.4
Somerset	72,468	6,869	9.5	75,881	6,305	8.3	4.7	- 8.2
Winchester	53,073	4,502	8.5	53,104	4,650	8.8	0.1	3.3

*The Civilian Labor Force column does not check mathematically because the statewide Annual Averages derived from the Current Population Survey are rounded individually.

CHARACTERISTICS OF THE INSURED UNEMPLOYED

Average weeks of State unemployment insurance claimed over reference periods during 1981 equaled 50,377. Males accounted for 33,218 of the average weeks claimed or 65.9 percent of the total, while females represented 34.1 percent of the total. Average weeks claimed by nonwhites totaled 3,878 in 1981 and accounted for 7.7 percent of the total.

Workers under 45 years of age accounted for 76.0 percent of total insured unemployment in 1981, as the 22-44 age group represented 67.9 percent of the average weeks claimed. Workers 45 and older made up 23.9 percent of Kentucky's insured unemployment in 1981. Males under 45 years of age represented 51.3 percent of the average weeks claimed in Kentucky.

Long term unemployment appeared to affect many workers in Kentucky in 1981, as 59.6 percent of the weeks claimed were by people unemployed for 5 or more weeks. Over 60.0 percent of the weeks claimed by males in 1981 were filed by workers who experienced 5 or more consecutive weeks of unemployment.

An analysis of weeks claimed by industry attachment shows that nearly a third (32.7 percent) of the weeks of State unemployment insurance claimed in Kentucky in 1981 were filed by workers from manufacturing industries. The apparel and other textile products industry showed the highest number of average weeks claimed in 1981, with a monthly average of 2,936 weeks claimed or 5.8 percent of the total. The electric and electronic equipment industry accounted for 5.2 percent of the average weeks claimed in 1981, with a monthly average of 2,617 weeks claimed. Workers in the transportation industry accounted for 3.2 percent of the Commonwealth's insured unemployment, while the machinery (except electrical) industry represented 2.9 percent, and the food and kindred products industry made up 2.2 percent.

Insured unemployment in the nonmanufacturing sector showed a monthly average of 9,266 weeks claimed by workers in the construction industry, representing 18.4 percent of total weeks claimed. Weeks claimed by workers in the trade industries represented 15.2 percent of the total, while the services industry accounted for 13.2 percent. Insured unemployment in the mining industry was 6.4 percent of the total.

Table VII
Selected Characteristics of the Insured Unemployed - Average Weeks
of State Unemployment Insurance Claimed during Week Including 19th of Month
for 1981 in Kentucky

Selected Characteristics	Total Insured Unempl.		Male Insured Unempl.		Female Insured Unempl.		Nonwhite Insured Unempl.	
	1981 Mo. Aver.	% of Total	1981 Mo. Aver.	% of Total	1981 Mo. Aver.	% of Total	1981 Mo. Aver.	% of Total
TOTAL*	50,377	100.0	33,218	65.9	17,157	34.1	3,878	7.7
BY AGE								
Under 45 Years	38,329	76.0	25,849	51.3	12,480	24.8	2,929	5.8
18 & Under	247	4.9	164	0.3	83	0.2	6	**
19 - 21 Years	3,878	7.7	2,676	5.3	1,201	2.4	200	0.4
22 - 44 Years	34,205	67.9	23,009	45.7	11,196	22.2	2,723	5.4
45 Years & Over	12,033	23.9	7,359	14.6	4,674	9.3	948	1.9
45 - 54 Years	7,108	14.1	4,420	8.8	2,688	5.3	585	1.2
55 - 64 Years	4,371	8.7	2,656	5.3	1,716	3.4	322	0.6
65 & Over	554	1.1	282	0.6	271	0.5	40	0.1
BY DURATION OF UNEMPLOYMENT								
1 - 2 Weeks	13,477	26.8	8,483	16.8	4,994	9.9	NA	NA
3 - 4 Weeks	6,846	13.6	4,597	9.1	2,249	4.5	NA	NA
5 - 14 Weeks	19,867	39.4	13,437	26.7	6,430	12.8	NA	NA
15 Weeks & Over	10,187	20.2	6,702	13.3	3,485	6.9	NA	NA
BY INDUSTRY ATTACHMENT								
Mining	3,232	6.4	3,091	6.1	141	0.3	25	**
Construction	9,266	18.4	8,865	17.6	401	0.8	507	1.0
Manufacturing	16,466	32.7	9,521	18.9	6,945	13.8	1,395	2.8

* Subgroups may not add to totals due to rounding.
** Less than 0.05 percent
NA Not Available

Table VII
Selected Characteristics of the Insured Unemployed - Average Weeks
of State Unemployment Insurance Claimed during Week Including 19th of Month
for 1981 in Kentucky

Selected Characteristics	Total Insured Unempl.		Male Insured Unempl.		Female Insured Unempl.		Nonwhite Insured Unempl.	
	1981 Mo. Aver.	% of Total	1981 Mo. Aver.	% of Total	1981 Mo. Aver.	% of Total	1981 Mo. Aver.	% of Total
Food & Kindred Products	1,109	2.2	656	1.3	453	0.9	132	0.3
Tobacco Manufactures	361	0.7	186	0.4	175	0.3	71	0.1
Textile Mill Products	216	0.4	88	0.2	128	0.3	11	**
Apparel & Other Textile Products	2,936	5.8	311	0.6	2,625	5.2	126	0.3
Lumber & Wood Products	870	1.7	773	1.5	98	0.2	43	0.1
Furniture & Fixtures	500	1.0	272	0.5	228	0.5	18	**
Paper & Allied Products	208	0.4	110	0.2	98	0.2	40	0.1
Printing & Publishing	279	0.6	130	0.3	149	0.3	17	**
Chemicals & Allied Products	353	0.7	277	0.5	76	0.2	45	0.1
Petroleum & Coal Products	72	0.1	57	0.1	15	**	1	**
Rubber & Misc. Plastic Products	429	0.9	275	0.5	155	0.3	35	0.1
Leather & Leather Products	486	1.0	92	0.2	394	0.8	49	0.1
Stone, Clay & Glass Products	806	1.6	669	1.3	137	0.3	51	0.1
Primary Metal Industries	748	1.5	638	1.3	110	0.2	63	0.1
Fabricated Metal Products	958	1.9	673	1.3	286	0.6	97	0.2
Machinery (except electrical)	1,484	2.9	1,174	2.3	310	0.6	94	0.2
Electric & Electronic Equipment	2,617	5.2	1,544	3.1	1,073	2.1	289	0.6
Transportation Equipment	1,605	3.2	1,420	2.8	186	0.4	201	0.4
Instruments & Misc. Manufacturing	328	0.7	178	0.4	249	0.5	35	0.1
Trans., Comm., Utilities	1,658	3.3	1,413	2.8	245	0.5	91	0.2
Wholesale & Retail Trade	7,665	15.2	4,108	8.2	3,557	7.1	475	0.9
Fin., Insurance and Real Estate	836	1.7	378	0.8	458	0.9	72	0.1
Services	6,664	13.2	2,704	5.4	3,960	7.9	912	1.8

** Less than 0.05 percent

EMPLOYMENT DEVELOPMENTS BY INDUSTRY

Total nonagricultural wage and salary employment in Kentucky continued its downward trend of 1980, falling 1.4 percent to a 1981 average of 1,193,200 workers. This represented a loss of 16,800 jobs in Kentucky over the past year and 52,200 since 1979. Since the 1979 peak of 1,245,400 workers, nonagricultural employment in Kentucky declined 4.2 percent.

Manufacturing accounted for 22.8 percent of total nonagricultural employment in 1981, with a total of 272,100 employees. This total was 1.5 percent less than the average for 1980. The national recession of 1980 carried over into 1981, and manufacturing industries, especially the more recession-sensitive durable goods sector, reflected this trend. The furniture and fixtures and electric and electronic equipment industries experienced the largest employment decreases in the durable goods sector in 1981, falling 7.8 percent and 7.1 percent, respectively. Since the pre-recession year of 1979, employment in the furniture and fixtures industry was down 24.2 percent and electric and electronic equipment manufacturing employment dropped 17.1 percent. Even though the transportation equipment industry showed an employment gain of 4.3 percent in 1981, the employment total in that industry was still down 26.5 percent below the 1979 level.

The nondurable goods sector fared slightly better in 1981, dipping 0.7 percent below the 1980 employment level. While the men's and boys' suits, coats and furnishings industry showed an employment decrease of 8.2 percent and the leather and leather products industry fell 7.5 percent, there were also notable employment gains of 7.9 percent in the petroleum and coal products industry and 7.1 percent in rubber and miscellaneous plastic products manufacturing.

There was a net loss of 12,700 nonmanufacturing jobs in Kentucky between 1980 and 1981, with more than half of this figure a result of employment declines in the construction industry. Construction was the industry hit hardest by the 1980-81 recession, as employment levels in that industry fell 25.7 percent between 1979 and 1981. The 1981 construction employment total of 51,400 workers was the lowest level for that industry since 1975.

The mining industry experienced an employment loss of 4.4 percent in 1981, with a 5.1 percent decline in bituminous coal and lignite mining employment. Coal mining employment, however, remained 70.5 percent higher in 1981 than in 1972.

There were some positive employment trends in 1981, as the services industry continued its steady upward movement, growing 2.0 percent over the 1980 level. Finance, insurance and real estate employment, while dipping 0.6 percent in 1981, remained 2.0 percent above the 1979 total and 44.7 percent above the same figure for 1972.

Table VIII
EMPLOYMENT DEVELOPMENTS BY MAJOR INDUSTRY (in thousands) 1/
Kentucky
1972-1981

INDUSTRY	AVERAGE ANNUAL EMPLOYMENT										Percent Change 1972-1981	Percent Change 1980-1981
	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981		
Total Nonagricultural Employment	988.3	1038.6	1065.9	1057.6	1103.1	1148.3	1209.9	1245.4	1210.0	1193.2	20.7	- 1.4
Manufacturing Total	268.3	288.3	290.9	259.8	273.3	284.9	292.2	297.2	276.2	272.1	1.4	- 1.5
Nondurable Goods	117.4	121.4	121.6	115.4	121.3	123.7	124.6	125.2	121.4	120.5	2.6	- 0.7
Food & Kindred Products	23.2	22.6	22.2	22.2	22.7	23.2	22.3	22.1	21.9	21.2	- 8.6	- 3.2
Distilled Liquors (exc. Brandy)	6.4	6.0	5.6	5.7	5.3	4.9	4.6	5.0	5.0	5.2	-18.7	4.0
Tobacco Manufactures	12.4	13.7	13.6	12.8	13.1	12.2	12.1	11.7	10.5	10.9	-12.1	3.8
Cigarettes	10.4	11.1	11.1	10.3	10.1	9.3	9.3	8.9	8.2	8.5	-18.3	3.7
Textile Mill Products	6.3	6.8	7.3	6.7	7.1	7.5	7.2	6.9	6.4	6.2	- 1.6	- 3.1
Apparel & Other Textile Prods.	30.5	30.6	29.7	26.2	27.8	28.2	27.4	27.5	27.4	26.4	-13.4	- 3.7
Men's, Boys' Suits, Coats & Fur.	22.6	22.8	22.0	19.4	21.1	21.6	21.2	21.2	20.7	19.0	-15.9	- 8.2
Paper & Allied Products	6.3	6.7	6.6	6.7	7.1	7.1	7.4	7.5	7.3	7.4	17.5	- 1.4
Printing & Publishing	11.3	12.2	11.8	12.0	12.3	12.8	13.5	14.3	14.5	14.7	30.1	1.4
Chemicals & Allied Products	12.3	12.9	13.3	13.8	15.3	16.1	16.3	16.4	15.7	15.3	24.4	- 2.5
Industrial Inorganic Chemicals	2.9	2.9	3.1	3.7	4.2	4.6	4.7	4.4	4.5	4.5	55.2	—
Plastic Materials & Synthetics	5.7	6.0	6.0	5.7	6.4	6.5	5.9	5.7	5.6	5.3	- 7.0	- 5.4
Paints & Allied Products	1.5	1.5	1.5	1.9	2.4	1.9	1.9	2.0	1.8	1.8	20.0	—
Petroleum & Coal Products	2.5	2.5	2.9	3.0	3.3	3.7	3.7	3.8	3.8	4.1	64.0	7.9
Rubber & Misc. Plastic Prods.	7.5	7.9	8.9	7.1	7.3	8.5	10.3	10.8	9.9	10.6	41.3	7.1
Leather & Leather Products	5.1	5.5	5.3	4.9	5.1	4.4	4.4	4.2	4.0	3.7	-27.5	- 7.5
Durable Goods	150.9	166.9	169.3	144.4	152.0	161.2	167.6	172.0	154.8	151.6	0.5	- 2.1
Lumber & Wood Products	10.8	11.6	11.2	8.8	9.9	9.7	10.3	10.7	9.4	9.2	-14.8	- 2.1
Furniture & Fixtures	6.3	6.5	6.0	5.3	6.1	6.5	6.4	6.2	5.1	4.7	-25.4	- 7.8
Stone, Clay & Glass Prods.	9.7	10.5	10.4	8.4	8.7	8.9	9.2	10.2	9.2	9.4	- 3.1	2.2
Primary Metal Industries	15.4	17.3	18.0	15.8	16.7	17.2	18.3	19.4	18.6	18.4	19.5	- 1.1
blast Furnaces & Basic Steel Products	8.5	9.2	9.0	8.1	8.0	8.2	8.6	9.1	8.5	8.1	- 4.7	- 4.7

Table VIII
EMPLOYMENT DEVELOPMENTS BY MAJOR INDUSTRY (in thousands) 1/
Kentucky
1972-1981

INDUSTRY	AVERAGE ANNUAL EMPLOYMENT - Continued										Percent Change 1972-1981	Percent Change 1980-1981
	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981		
Fabricated Metal Products	19.8	22.0	21.6	18.5	20.1	22.0	21.7	21.0	18.6	18.0	- 9.1	- 3.2
Machinery (exc. Electrical)	29.1	32.9	35.6	34.4	35.4	36.5	38.4	40.8	39.1	39.1	34.4	—
Electric & Electronic Equipment	41.8	45.7	44.7	34.6	35.2	38.6	39.5	39.7	35.4	32.9	-21.3	- 7.1
Transportation Equipment	10.7	12.4	13.7	12.0	12.5	14.3	16.0	16.0	11.7	12.2	14.0	4.3
Instruments & Misc. Mfg.	7.3	8.0	8.1	6.6	7.4	7.5	7.8	8.0	7.7	7.7	5.5	—
Nonmanufacturing Total	720.0	750.2	775.0	797.8	829.8	863.4	917.7	948.2	933.8	921.1	27.9	- 1.4
Mining	31.4	31.6	39.7	46.6	46.8	48.6	52.1	54.5	52.8	50.5	60.8	- 4.4
Bituminous Coal & Lignite Mining	26.4	26.7	34.4	41.5	41.8	43.5	47.0	49.2	47.4	45.0	70.5	- 5.1
Construction	55.7	57.2	54.3	50.3	54.2	58.4	68.2	69.2	58.0	51.4	- 7.7	-11.4
Transportation & Public Util.	59.2	60.3	60.6	60.2	60.9	64.6	67.2	70.2	68.5	67.1	13.3	- 2.0
Transportation	35.4	35.5	35.4	34.9	35.2	37.6	38.9	40.7	38.5	36.8	4.0	- 4.4
Communication	12.6	13.3	13.7	13.8	13.9	14.8	15.6	16.4	16.5	16.3	29.4	- 1.2
Elec., Gas & Sanitary Services	11.2	11.5	11.5	11.4	11.8	12.2	12.7	13.1	13.5	14.0	25.0	3.7
Wholesale & Retail Trade	200.1	212.3	219.3	222.9	234.1	247.6	264.3	268.1	260.8	258.3	29.1	- 1.0
Wholesale Trade	49.5	52.3	53.8	55.2	56.9	59.0	63.5	63.6	62.0	62.6	26.5	1.0
Retail Trade	150.6	160.0	165.5	167.7	177.2	188.6	200.8	204.5	198.8	195.7	29.9	- 1.6
Finance, Ins. & Real Estate	36.7	38.2	40.3	41.4	43.4	46.3	48.8	51.0	52.3	52.0	41.7	- 0.6
Services	148.4	156.4	162.3	168.2	177.4	185.9	196.8	204.8	210.5	214.7	44.7	2.0
Laundries, Cleaning & Garment Services	7.0	6.6	6.2	5.8	5.9	5.7	5.7	5.7	5.4	5.2	-25.7	- 3.7
Total Government	188.5	194.3	198.5	208.3	213.0	212.0	220.3	230.4	230.9	227.1	20.5	- 1.6
Total Federal Government	39.3	38.5	39.7	40.7	40.4	40.1	39.8	38.4	39.6	38.9	- 1.0	- 1.8
Total State & Local Govt.	149.1	155.8	158.8	167.5	172.6	171.9	180.5	192.0	191.3	188.2	26.2	- 1.6
Other State & Local Govt.	61.0	67.2	68.4	73.0	75.2	76.6	82.3	85.6	84.3	83.0	36.1	- 1.5
State & Local Education	88.1	88.7	90.4	94.5	97.4	95.3	98.2	106.4	107.0	105.2	19.4	- 1.7

1/ Nonagricultural wage and salary employment is based on place of work rather than place of residence.

HOURS AND EARNINGS

Average hourly earnings of production workers in Kentucky's manufacturing industries increased 7.1 percent from $7.34 in 1980 to $7.86 in 1981. This represented an increase of 112.4 percent from the 1972 average hourly wage of $3.70. Average hourly earnings of production workers in nondurable goods industries rose from $6.67 in 1980 to $7.02 in 1981. Average hourly earnings in the durable goods sector increased from $7.85 to $8.52.

In 1981 production workers in Kentucky's manufacturing industries worked an average of 39.3 hours per week, as compared with an average workweek of 38.9 hours in 1980. The length of the average workweek in nondurable goods industries was up from 38.8 hours per week in 1980 to 39.1 hours per week in 1981. The durable goods sector showed a slight rise in hours worked from 39.3 hours per week in 1980 to 39.4 in 1981.

Average weekly earnings increased 8.2 percent in 1981 due to increases in hourly earnings and hours worked. The average manufacturing production worker in Kentucky earned $308.90 per week in 1981, as compared with $285.53 per week in 1980 and $149.48 in 1972. Average weekly earnings in nondurable goods industries rose 6.1 percent from 1980 to $274.48 in 1981. The leather and leather products industry showed an increase in average weekly earnings of 18.2 percent between 1980 and 1981, with a rise in average hourly earnings of 4.0 percent and an increase in hours worked of 13.6 percent. Average weekly earnings in the durable goods sector rose 8.8 percent from 1980 to $335.69 in 1981.

Table IX
Summary of Hours and Earnings
1972, 1980 and 1981

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	1981	1980	1972	1981	1980	1972	1981	1980	1972
Manufacturing	$308.90	$285.53	$149.48	39.3	38.9	40.4	$7.86	$7.34	$3.70
Nondurable Goods	274.48	258.80	136.72	39.1	38.8	39.4	7.02	6.67	3.47
Food & Kindred Products	312.45	303.97	157.03	39.5	41.3	41.0	7.91	7.36	3.83
Distilled Liquors (exc. Brandy)	321.84	306.16	160.27	43.2	43.8	38.9	7.45	6.99	4.12
Tobacco Manufactures	374.90	318.27	151.93	38.1	38.1	37.7	9.84	8.31	4.03
Cigarettes	420.58	377.50	160.23	38.2	39.2	37.7	11.01	9.63	4.25
Textile Mill Products	158.26	158.12	104.94	33.6	34.6	39.6	4.71	4.57	2.65
Apparel & Other Textile Prods.	175.49	162.06	92.25	38.4	37.0	37.5	4.57	4.38	2.46
Men's, Boys' Suits, Coats & Furnishings	178.97	165.89	92.87	36.9	36.3	37.6	4.85	4.57	2.47
Paper & Allied Products	275.80	252.06	146.02	39.4	39.2	41.6	7.00	6.43	3.51
Printing & Publishing	309.64	298.50	178.48	37.9	37.5	38.8	8.17	7.96	4.60
Chemicals & Allied Products	385.05	359.96	192.29	42.5	42.1	41.0	9.06	8.55	4.69
Industrial Inorganic Chemicals	365.45	340.72	177.39	42.2	41.4	40.5	8.66	8.23	4.38
Plastic Materials & Synthetics	391.25	377.47	213.60	42.9	42.7	41.8	9.12	8.84	5.11
Paints & Allied Products	276.86	257.40	143.09	38.4	36.0	41.0	7.21	7.15	3.49
Petroleum & Coal Products	536.58	524.48	—	58.9	56.7	—	9.11	9.25	—
Rubber & Misc. Plastic Prods.	291.20	256.28	153.12	36.4	35.3	43.5	8.00	7.26	3.52
Leather & Leather Products	195.57	165.52	102.72	41.7	36.7	40.6	4.69	4.51	2.53

Table IX
Summary of Hours and Earnings
1972, 1980 and 1981

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	1981	1980	1972	1981	1980	1972	1981	1980	1972
Durable Goods	$335.69	$308.51	$159.83	39.4	39.3	41.3	$8.52	$7.85	$3.87
Lumber & Wood Products	260.96	229.96	126.79	39.6	38.2	40.9	6.59	6.02	3.10
Furniture & Fixtures	204.59	200.52	110.88	34.5	36.0	39.6	5.93	5.57	2.80
Stone, Clay & Glass Products	311.22	280.80	158.15	42.4	40.0	42.4	7.34	7.02	3.73
Primary Metal Industries	441.94	421.78	186.68	39.6	40.4	39.3	11.16	10.44	4.75
Blast Furnaces & Basic Steel Products	512.45	471.61	196.56	38.3	37.4	37.8	13.38	12.61	5.20
Fabricated Metal Products	309.26	291.73	150.79	39.7	39.8	41.1	7.79	7.33	3.66
Machinery (except Electrical)	340.87	312.74	181.66	38.3	38.0	41.1	8.90	8.23	4.42
Electric & Electronic Equipment	314.55	289.81	153.82	38.5	38.9	40.8	8.17	7.45	3.77
Transportation Equipment	480.93	414.21	198.00	45.2	44.3	44.1	10.64	9.35	4.49
Instruments & Misc. Mfg.	212.63	193.80	126.17	37.7	38.0	44.9	5.64	5.10	2.81

EMPLOYMENT DEVELOPMENTS AND OUTLOOK BY OCCUPATION

The number of applicants registering for employment through local offices of the Bureau for Manpower Services between October 1, 1980 and September 30, 1981 totaled 397,132. The number of job openings received from employers during that period equaled 72,405. There were 1,055 jobs remaining unfilled at the end of the period, and 671 of these jobs had been unfilled for thirty days or longer.

Applicants seeking employment in the professional, technical and managerial occupations numbered 25,656 during the fiscal year, with retail store manager and food service manager the two most applied-for jobs. There were 5,641 job openings received during the period, with 209 openings unfilled at the end of the period.

There were 57,049 applicants available for jobs in the clerical occupations during the fiscal year. This represented 14.4 percent of all available applicants and was the largest group of applicants by occupation. General clerk was the job most often applied for, with 17,037 applicants available during the period. There were 21,447 openings received during the year, with 12,507 for general clerk positions. Unfilled openings at the end of the period numbered 159.

Available applicants in the sales occupations numbered 13,339, with general merchandise salesperson and sales clerk the two most applied-for positions. There were 3,250 openings received in this occupational group, with 91 unfilled openings at the end of the period.

There were 10,603 applicants seeking domestic service jobs and 53,956 applying for other service positions. Openings received in these occupations totaled 1,439 in domestic and 12,496 in other service occupations, with 192 openings unfilled at the end of September 1981.

Available applicants in the agricultural, fishing and forestry occupations numbered 12,198 during the fiscal year. Job openings received for this group totaled 1,417, with 17 unfilled at the end of the period.

Applicants seeking employment in the processing occupations numbered 6,493, while 24,164 applicants applied for machine trade occupations and 21,556 applied for benchwork occupations. Openings received for these groups numbered 1,935, 3,055 and 5,492, respectively.

There were 53,560 applicants seeking work in structural work occupations, with construction worker and carpenter accounting for 8,312 and 4,373 applicants, respectively. There were 6,114 structural work openings received during the period, and 117 openings were unfilled at the end of September.

There were 19,680 applicants available for motor freight and transportation occupations during the last fiscal year and 23,427 for packaging and material handling. Openings received during the period numbered 1,822 and 7,005, respectively.

Table XI gives projected occupational employment by major occupational groups. Average annual job openings through 1985 are projected at 64,995, with 32,249 annual openings for white collar workers. The largest number of openings projected within this group is for clerical workers, with 12,323 average annual openings. Of this total, 38.9 percent will be a result of growth within the industry and 61.1 percent will be from separations. Of the 20,853 projected annual job openings for blue collar workers, 9,504 will be for operatives, 7,820 for craft and kindred workers and 3,529 for nonfarm laborers. Job openings for service workers are expected to number 11,893 annually.

Table XII gives selected high demand occupations in Kentucky and annual average job openings by occupation. Of the 12,323 projected annual openings for clerical workers, 39.0 percent will be for secretaries, cashiers and general office clerks. There will be a demand for 11,893 service workers annually, with janitors and sextons, nurse aides/orderlies and cooks accounting for 49.9 percent of this total. Of the 9,826 projected annual openings for professional, technical and kindred workers, 25.9 percent will be for professional nurses and elementary, pre-school and kindergarten teachers.

Table XIII gives a listing of projected fast-growing occupations in Kentucky. The fastest growing professional, technical and kindred occupations are projected to be dental hygienists, dental assistants, and dentists. Among clerical workers, transit clerks, checking clerks, proof machine operators and statement clerks are expected to be among the fastest growing occupations. Following the trend of increased demand in the health care field, dental lab technician is expected to be among the fastest growing craft and kindred jobs, while nurse aide/orderly is projected as the fastest growing service occupation.

Table X
Occupational Listing of Available Job Applicants and Occupations in Which 100 or More Job Openings Were Received or 300 or More Job Applications Were Filed, October 1980 Through September 1981

Occupational Group & Title	Applicants Available During Period	Openings Received During Period	Openings Unfilled At End of Period	
			Total	30 Days or More
TOTAL, ALL OCCUPATIONS	397,132	72,405	1,055	671
PROF., TECH. & MGR. OCCUPATIONS	25,656	5,641	209	132
Counselor	363	76	1	0
Medical Assistant	314	29	0	0
Dental Assistant	337	47	3	1
Emergency Medical Technician	507	167	5	4
Teacher, Secondary School	775	19	0	0
Teacher, Elementary School	707	11	1	1
Accountant	527	73	7	0
Sales Manager	311	19	3	2
Arbitrator	473	35	1	0
Office Manager	500	24	0	0
Retail Store Manager	1,320	76	2	1
Food Service Manager	1,087	93	3	2
CLERICAL OCCUPATIONS	57,049	21,447	159	88
Legal Secretary	767	145	5	3
Secretary	3,885	876	18	10
Clerk Typist	2,944	1,315	18	5
Keypunch Operator	864	173	1	1
File Clerk	384	128	0	0
General Clerk	17,037	12,507	31	27
Sorter	193	163	2	2
Bookkeeper I	1,935	264	1	1
Bookkeeper II	515	103	1	0
Cashier I	1,243	165	5	4
General Teller	363	108	0	0
Cashier II	1,814	361	2	2
Computer Operator	521	77	1	1
Accounting Clerk	890	210	7	0
Administrative Clerk	2,929	530	6	2
Stock Clerk	1,422	252	0	0
Telephone Operator	362	67	2	0
Receptionist	1,711	363	4	2
Ticket Agent	101	111	0	0
Teacher Aide II	900	174	0	0

Table X

Occupational Listing of Available Job Applicants and Occupations in Which 100 or More Job Openings Were Received or 300 or More Job Applications Were Filed, October 1980 Through September 1981

Occupational Group & Title	Applicants Available During Period	Openings Received During Period	Openings Unfilled At End of Period	
			Total	30 Days or More
SALES OCCUPATIONS	13,339	3,250	91	54
Salesperson, Women's Apparel & Accessories	380	139	2	1
Salesperson, Automobiles	427	26	0	0
Salesperson, General Merchandise	2,073	346	2	1
Sales Clerk	2,884	451	4	4
Sales Clerk, Food	420	69	1	0
Sales Route Driver	734	111	1	1
DOMESTIC SERVICE OCCUPATIONS	10,603	1,439	6	5
Houseworker, General	3,751	111	0	0
Companion	335	291	0	0
SERVICE OCCUPATIONS, EXCL. DOMESTIC	53,956	12,496	186	114
Counter Attendant, Lunchroom	1,781	555	3	2
Cafeteria Attendant	304	39	1	1
Bartender	660	70	1	0
Cook, Hotel & Restaurant	2,579	705	8	4
Cook, Short Order	1,677	322	1	0
Cook, Institutions	1,254	231	4	2
Meat Cutter	376	31	0	0
Kitchen Helper	3,334	791	7	3
Cleaner, Hospital	333	68	6	6
Cleaner, Housekeeping	2,602	315	8	2
Cosmetologist	472	34	1	1
Nurse's Aide	5,737	744	1	0
Food Service Worker, Hospital	438	220	3	3
Nursery School Attendant	595	139	0	0
Security Guard	1,548	801	10	4
Merchant Patroller	539	250	2	2
Janitor	2,937	795	7	5
AGRIC., FISH., FORESTRY OCC.	12,198	1,417	17	17
PROCESSING OCCUPATIONS	6,493	1,935	42	35
General Laborer	382	526	31	31
Foundry Worker, General	330	82	0	0

Table X
Occupational Listing of Available Job Applicants and Occupations in Which 100 or More Job Openings Were Received or 300 or More Job Applications Were Filed, October 1980 Through September 1981

Occupational Group & Title	Applicants Available During Period	Openings Received During Period	Openings Unfilled At End of Period	
			Total	30 Days or More
MACHINE TRADE OCCUPATIONS	24,164	3,055	54	38
Machinist	809	73	0	0
Production-Machine Tender	745	38	0	0
Punch Press Operator	421	37	0	0
Automobile Mechanic	3,929	322	3	3
Construction-Equipment Mechanic	472	92	2	0
Farm Equipment Mechanic	693	107	3	2
Maintenance Mechanic	937	132	8	5
Knitting Machine Operator	22	101	1	1
BENCHWORK OCCUPATIONS	21,556	5,492	28	18
Assember, Small Products	429	47	0	0
Painter, Spray	321	106	0	0
Blindstitch Machine Operator	2,807	869	0	0
STRUCTURAL WORK OCCUPATIONS	53,560	6,114	117	74
Sheet Metal Worker	318	55	0	0
Assembler, Automobile	1,749	0	0	0
Automobile Body Repairer	926	61	2	2
Welder, Combination	1,589	151	3	3
Electrician	1,431	192	8	6
Appliance Assembler, Line	534	493	1	1
Electronics Mechanic	319	54	6	2
Painter	1,738	200	4	2
Cement Mixer	524	50	3	2
Bulldozer Operator	726	34	1	0
Operating Engineer	2,678	46	1	1
Carpenter	4,373	377	3	0
Bricklayer	798	38	0	0
Pipe Fitter	398	24	0	0
Plumber	470	42	1	1
Roofer	932	62	0	0
Construction Worker	8,312	966	8	4
Maintenance Repairer, Factory or Mill	274	51	11	10
Maintenance Repairer, Building	1,690	446	5	4

Table X
Occupational Listing of Available Job Applicants and Occupations in Which 100 or More Job Openings Were Received or 300 or More Job Applications Were Filed, October 1980 Through September 1981

Occupational Group & Title	Applicants Available During Period	Openings Received During Period	Openings Unfilled At End of Period	
			Total	30 Days or More
MOTOR FREIGHT & TRANSP. OCC.	19,680	1,822	18	9
Truck Driver, Tractor Trailer	2,515	187	3	0
Truck Driver, Heavy	5,813	239	2	2
Truck Driver, Light	2,368	199	2	1
Bus Driver	885	123	1	0
Taxi Driver	236	47	3	2
Automobile Service Station Attendant	1,963	178	0	0
PACKAGING & MATERIAL HANDLING OCCUPATIONS	23,427	7,005	106	68
Packager, Hand	2,287	639	60	53
Packager, Machine	294	127	0	0
Bagger	222	83	0	0
Material Handler	10,102	4,417	33	8
OTHER MISCELLANEOUS OCCUPATIONS	9,749	571	15	12

Table XI
Estimated Employment and Job Openings
Broad Occupations
Kentucky 1978, 1985

Occupational Title	Employment				Employment Change		Job Openings		
	Actual 1978		Projected 1985		Projected 1978-1985		Annual Average 1978-1985		
	Number	PCT	Number	PCT	Number	PCT	Total	Growth	Separations
TOTAL, ALL OCCUPATIONS	1,211,601	100.0	1,392,766	100.0	181,165	15.0	64,995	25,881	39,114
WHITE COLLAR WORKERS	549,928	45.4	634,735	45.5	84,807	15.4	32,249	12,116	20,133
Professional, Tech. & Kindred	178,460	14.7	207,409	14.9	28,949	16.2	9,826	4,136	5,690
Managers & Officials	95,311	7.9	108,979	7.8	13,668	14.3	6,083	1,953	4,130
Sales Workers	65,633	5.4	74,283	5.3	8,650	13.2	4,017	1,236	2,781
Clerical Workers	210,524	17.4	244,064	17.5	33,540	15.9	12,323	4,791	7,532
BLUE COLLAR WORKERS	493,340	40.7	558,115	40.1	64,775	13.1	20,853	9,253	11,600
Craft & Kindred Workers	170,242	14.0	193,777	13.9	23,535	13.8	7,820	3,362	4,458
Operatives	235,915	19.5	265,317	19.1	29,402	12.5	9,504	4,200	5,304
Laborers except Farm	87,183	7.2	99,021	7.1	11,838	13.6	3,529	1,691	1,838
SERVICE WORKERS	168,333	13.9	199,916	14.4	31,583	18.8	11,893	4,512	7,381

Table XII
SELECTED HIGH DEMAND OCCUPATIONS
KENTUCKY
ANNUAL AVERAGE JOB OPENINGS

Occupational Title	Total Openings	Openings Due to Growth	Openings Due to Separation
Total, All Occupations	64,995	25,881	39,114
Professional, Technical & Kindred Workers	9,826	4,136	5,690
Civil Engineers	89	34	55
Electrical Engineers	55	24	31
Industrial Engineers	68	37	31
Mechanical Engineers	69	31	38
Chemists	29	14	15
Drafters	131	90	41
Electrical & Electronic Technicians	98	63	35
Surveyors	38	21	17
Dentists	38	29	9
Dietitians	53	24	29
Nurses, Professional	1,152	548	604
Pharmacists	137	40	97
Physicians, Medical & Osteopaths	146	95	51
Physical Therapists	31	19	12
Inhalation Therapists	37	22	15
Medical Laboratory Technologists	79	46	33
Medical Laboratory Assistants	53	32	21
Dental Assistants	156	96	60
Dental Hygienists	66	37	29
Health Record Technologists & Technicians	29	11	18
Radiologic Technicians	93	50	43
Radiologic Technicians & Nuclear Med. Technicians	45	24	21
Surgical Technicians	43	24	19
EKG Technicians	23	12	11
Pharmacy Helpers	49	22	29
Licensed Practical Nurses	521	255	266
Physical Therapy Technicians	37	21	16
Computer Programmers	70	52	18
Computer Systems Analysts	44	33	11
Adult Education Teachers	60	24	34
Teachers, Vocational Education or Training	168	48	34
Teachers, College	396	390	310
Graduate Assistants	56	37	30
Elementary, Pre-School, Kindergarten Teachers	1,393	552	841
Secondary School Teachers	467	0	467
Designers	48	28	20
Editors & Reporters	72	28	44
Musicians, Instrumental	89	27	62
Commercial Artists	21	7	14
Public Relations Specialists	39	17	22
Announcers	29	20	9
Accountants & Auditors	443	179	264
Tax Examiners, Collectors, Revenue Agents	27	5	22
Tax Preparers	41	17	24
Architects	27	14	13
Purchasing Agents A/O Buyers	95	36	59
Buyers, Retail A/O Wholesale Trade	177	60	117
Clergy	290	57	233
Directors, Rel. Act. A/O Rel. Ed.	32	5	27
Judges	17	3	44
Magistrates	57	5	52
Law Clerks	46	12	34
Lawyers	142	39	103
Paralegal Personnel	71	13	58
Librarians	188	70	118
Personnel & Labor Relations Specialists	89	36	53
Employment Interviewers	28	15	13
Group Recreation Workers	57	25	32
Social Workers	325	124	201
Vocational & Educational Counselors	113	64	49
Cost Estimators	62	25	37

Table XII
SELECTED HIGH DEMAND OCCUPATIONS
KENTUCKY
ANNUAL AVERAGE JOB OPENINGS

Occupational Title	Total Openings	Openings Due to Growth	Openings Due to Separation
Credit Analysts	23	11	12
Underwriters	36	10	26
Appraisers, Real Estate	30	7	23
Managers, Officials & Proprietors	6,083	1,953	4,130
Sales Managers, Retail Trade	162	76	86
Construction Inspectors, Public Administration	38	4	34
Inspectors (except Construction) Public Adm.	95	16	79
Postmasters & Mail Superintendents	76	8	68
Railroad Conductors	52	-8	60
Restaurant, Cafe & Bar Managers	274	99	175
Managers, Store	667	183	484
Managers, Auto Service Department	41	10	31
Managers, Auto Parts Department	33	8	25
Wholesalers	146	53	93
Sales Workers	4,017	1,236	2,781
Sales Agents, Sales Representatives, Insurance	136	50	86
Real Estate Agent, Broker	61	23	38
Sales Agents, Sales Representatives, Security	20	8	12
Sales Clerks	1,919	547	1,372
Clerical Workers	12,323	4,791	7,532
Secretaries	1,469	600	869
Stenographers	242	67	175
Typists	535	199	336
Bookkeeping/Billing Machine Operators	128	58	70
Proof Machine Operators	60	33	27
Computer Operators	72	46	26
Keypunch Operators	236	103	133
Bank Tellers	396	223	173
Accounting Clerks	492	155	337
Bookkeepers, Hand	756	270	486
Cashiers	1,291	476	815
Clerical Supervisors	247	122	125
Collectors, Bill & Accounts	64	31	33
Desk Clerks	69	21	48
Order Clerks	140	50	90
Dispatchers, Starter, Vehicle	63	19	44
Claims Clerks	39	11	28
Production Clerks	83	40	43
File Clerks	178	80	98
Personnel Clerks	69	24	45
Claims Adjusters	34	13	21
Library Assistants	102	35	67
Mail Carriers, Postal Service	156	33	123
Mail Clerks	39	16	23
Payroll, Timekeeping Clerks	130	49	81
Postal Clerks	47	9	38
Receptionists	283	131	152
Switchboard Operators/Receptionists	147	60	87
Shipping/Receiving Clerks & Packers	316	85	96
Statistical Clerks	131	16	27
Procurement Clerks	25	11	14
Stock Clerks, Stockroom, Warehouse, etc.	546	238	308
Teacher Aides, except Monitor	238	135	103
Switchboard Operators	99	40	59
Central Office Operators	87	22	65
Ticket Station, Express Agents	47	10	37
Weighers	45	22	23
General Clerks, Office	2,049	759	1,290
Statement Clerks	46	23	23
Service Clerks	35	9	26

Table XII
SELECTED HIGH DEMAND OCCUPATIONS
KENTUCKY
ANNUAL AVERAGE JOB OPENINGS

Occupational Title	Total Openings	Openings Due to Growth	Openings Due to Separation
Marking Clerks, Trade	23	6	17
Town Clerks	20	4	16
Credit Clerks, Bank A/O Insurance	69	32	37
Insurance Clerks, Medical	90	44	46
Craft & Kindred Workers	7,820	3,362	4,458
Carpenters	648	277	371
Roof Bolters	180	95	85
[illegible]layers	59	29	30
[illegible]ent Masons	70	39	31
Electricians	353	186	167
Heavy Equipment Operators	641	392	249
Painters, Construction, Maintenance	134	27	107
Plumbers A/O Pipefitters	244	78	166
Roofers	26	4	22
Structural Steel Workers	67	46	21
Supervisors, Nonworking	1,061	452	609
Boilermakers	48	23	25
Machinists	132	41	91
Millwrights	69	29	40
Steel Metal Workers, Tinsmiths	65	24	41
Tool & Die Makers	79	31	48
Air Conditioning, Heating, Refrig. Mechanics	47	17	30
Auto Body Repairers	39	20	19
Automotive Mechanics	367	142	225
Farm Equipment Mechanics	28	13	15
Engineering Equipment Mechanics	99	55	44
Mine Machinery Mechanics	156	104	52
Maintenance Mechanics	289	145	144
Gas & Electric Appliance Repairers	23	7	16
Radio, Television Repairers	40	21	19
Railroad Car Repairers	23	-5	28
Sewing Machine Mechanics	22	11	11
Instrument Repairers	28	8	20
Diesel Mechanics	105	46	59
Bookbinders	55	21	34
Compositors & Typesetters	58	19	39
Photoengravers, Lithographers	37	14	23
Press & Plate Printers	71	29	42
Line Installer Repairers	87	50	37
Locomotive Engineers	38	-6	44
Telephone Installers, Repairers	69	43	26
Bakers	37	14	23
Crane, Derrick, Hoist Operators	118	65	53
Glaziers	20	14	6
Fire Bosses	34	19	15
Inspectors	370	125	245
Testers	40	-15	55
Opticians, Dispensing, A/O Optical Mechanics	28	16	12
Stationary Engineers	173	14	34
Alternation Tailors	53	6	47
Maintenance Repairers, General Utility	489	217	272
Operatives	9,504	4,200	5,304
Drill Press A/O Boring Machine Operators	48	24	24
Grinding A/O Abrading Machine Operators, Metal	61	29	32
Lathe Machine Operators, Metal	101	51	50
Milling A/O Planing Machine Operators	26	13	13
Machine Tool Operators, Combination	78	42	36
Machine Tool Operators, Numerical Control	28	17	11
Punch, Stamping Press Operators	120	61	59
Welders & Flamecutters	193	110	83
Welders & Flamecutters A	67	38	29

Table XII
SELECTED HIGH DEMAND OCCUPATIONS
KENTUCKY
ANNUAL AVERAGE JOB OPENINGS

Occupational Title	Total Openings	Openings Due to Growth	Openings Due to Separation
Welders & Flamecutters B	87	47	40
Welders & Flamecutters C	53	20	33
Spinners, Twisters, Winders	34	7	27
Production Packagers	358	101	257
Baggers	267	138	129
Machine Assemblers A	50	27	23
Machine Assemblers B	90	54	36
Instrument Assemblers B	25	10	15
Electro-Mech. Equipment Assemblers B	37	24	13
Electric & Electronic Assemblers B	89	60	29
Assemblers C	575	308	267
Blasters, Mining & Quarrying	75	53	22
Surveyor Helpers	57	41	16
Clothing Ironers & Pressers	96	9	87
Shear A/O Slitter Operators, Metal	27	12	15
Drillers, Earth	121	80	41
Dry Wall Installers, Lathers	22	16	6
Filers, Polishers, Buffers & Sanders	94	42	52
Garage Workers, Gas Station Attendants	145	-7	152
Washers, Machine A/O Starchers	60	22	38
Headers, Bottomers, Car Droppers A/O Cagers	22	15	7
Brattice Builders	49	34	15
Coal Washers	22	15	7
Cont. Mining Machine Operators	45	31	14
Cutting Machine Operators	68	47	21
Loading Machine Operators, Underground	81	55	26
Shuttle Car Operators	135	93	42
Tipple Operators	59	41	18
Oilers	83	43	40
Painters, Manufacturing Articles	66	28	38
Photog. Process Workers	26	12	14
Sawyers	38	0	38
Sewing Machine Operator, Regular Equip., Nongarment	45	8	37
Sewing Machine Operator, Special Equip., Garment	245	122	123
Sewing Machine Operator, Regular Equip., Garment	947	404	543
Stationary Boiler Firers	41	13	28
Coil Winders	20	13	7
Doughnut Makers/Doughnut Machine Operators	25	15	10
Cigarette Making Machine Operators	20	4	16
Chemical Operators A	49	15	34
Extruder Operators, Rubber or Plastic	35	24	11
Comp. A/O Inj. Mold. Mach. Operators, Rubber or Plastics	73	45	28
Finishers, Hand	28	18	10
Plater Helpers	20	10	10
Bus Drivers	581	259	331
Delivery & Route Workers	395	155	246
Industrial Truck Operators	173	85	88
Parking Attendants	27	5	22
Railroad Brake Operators	39	-12	51
Taxicab Drivers, Chauffeurs	66	1	65
Ambulance Drivers/Ambulance Attendants	39	11	28
Truck Drivers	888	461	427
Service Workers	11,893	4,512	7,381
Janitors & Sextons	2,882	1,006	1,876
Bartenders	140	43	97
Waiters Assistants	138	102	36
Cooks, Short Order/Specialty, Fast Foods	354	105	249
Cooks, Restaurant	309	95	214
Cooks, Institutional	945	401	544
Butchers A/O Meat Cutters	118	53	65
Host/Hostesses, Rest., Lounge, Coffee Shop	57	22	35
Waiters/ Waitresses	885	335	550

Table XII
SELECTED HIGH DEMAND OCCUPATIONS
KENTUCKY
ANNUAL AVERAGE JOB OPENINGS

Occupational Title	Total Openings	Openings Due to Growth	Openings Due to Separation
Kitchen Helpers	578	228	350
Food Prep. & Service Workers, Fast Food Rest.	609	187	422
Pantry, Sandwich A/O Coffee Makers	87	32	55
Nurses Aids/Orderlies	1,448	762	686
Psychiatric Aids	90	45	45
Medical Assistants	130	59	71
Attendants, Recreation & Amusement	100	35	65
Housekeepers, Hotel & Motel	82	37	45
Child Care Attendants	32	15	17
Child Care Workers	332	130	202
Cosmetologists A/O Women's Hairstylists	157	39	118
Welfare Service Aids	116	55	61
School Crossing Gurads	26	6	20
Firefighters	78	24	35
Guards & Doorkeepers	704	176	528
Correction Officers A/O Jailers	117	13	104
Police & Detectives	201	61	140
Sheriffs	21	4	17
Supervisors, Nonworking, Service	131	61	70
Laborers, except Farm	3,529	1,691	1,838
Animal Caretakers	36	17	19
Const. Laborers, except Carp. Helpers	216	85	131
Conveyor Operators or Tenders	55	34	21
Refuse Collectors	66	22	44
Gardeners, Groundskeepers, except Farm	302	103	199
Order Fillers	249	126	123
Stock Clerks, Sales Floor	376	209	167
Cleaners, Vehicle	49	25	24
Riggers	23	10	13

Table XIII
FAST-GROWING OCCUPATIONS

Occupation	Percent	Employment 1978	Employment 1985	Rate of Growth 1978-85	Total Job Openings Annual Averages 1978-1985
Professional, Technical & Kindred Workers					
Dental Hygienists	48.6	539	801	48.6	56
Dental Assistants	47.1	1,442	2,112	47.1	156
Dentists	42.6	469	669	42.6	1,670
Manual Arts Music Rec. Therp.	36.8	209	286	36.8	-
Optometrists	36.4	118	161	36.4	-
Dietetic Technicians	35.4	144	195	35.4	-
Physical Therapy Technicians	34.7	427	575	34.7	37
Physical Therapists	33.4	395	527	33.4	31
Sports Instructors	32.7	147	195	32.7	-
Mining Engineers	32.5	200	265	32.5	-
Licensed Practical Nurses	31.7	5,626	7,409	31.7	521
Civil Eng. Tech.	31.6	278	366	31.6	-
Dietitians	31.3	530	696	31.3	53
Dance Instructors	31.3	112	147	31.3	-
Microbiology Technol.	31.2	138	181	31.2	-
Inhalation Therapists	30.9	494	644	30.9	37
Biochemistry Technol.	30.8	159	208	30.8	-
Surgical Technicians	30.6	556	726	30.6	43
Comm. Organ. Workers	30.4	705	919	30.4	61
X-Ray Technicians	28.4	645	828	28.4	48
Nurse, Professional	28.0	13,697	17,530	28.0	1,152
Medical Laboratory Assistants	27.8	810	1,035	27.8	53
Radiologic & Nuc. Med. Tech.	27.4	617	786	27.4	45
Pharmacy Helpers	26.3	589	744	26.3	49
Architects	26.3	369	466	26.3	27
Voc. Ed. Counselors	26.2	1,699	2,144	26.2	113
Medical Lab. Technol.	25.4	1,258	1,577	25.4	79
EKG Technicians	24.8	331	413	24.8	23
Speech & Hearing Clinicians	24.7	174	217	24.7	-
Health Record Technol. Tech.	24.7	15,441	20,261	24.7	29
Credit Analysts	24.4	311	387	24.4	23
Psychologists	24.1	320	397	24.1	-
Surveyors	24.0	599	743	24.0	38
Sales Workers					
Sales Agents, Sales Reps. Real Estate	26.6	550	696	26.6	138
Clerical Workers					
Transit Clerks	29.8	158	205	29.8	-
Checking Clerks	29.7	202	262	29.7	-
Proof Machine Operators	29.5	784	1,015	29.5	60
Statement Clerks	29.0	556	717	29.0	46
New Accounts Tellers	28.1	359	460	28.1	25
Tellers	27.5	5,303	6,761	27.5	370
Loan Closers	27.2	173	220	27.2	-
Teacher Aids, except Monitor	26.8	3,522	4,467	26.8	238
Worksheet Clerks	26.1	311	392	26.1	26
Credit Clerks, Bank A/O Ins.	24.6	899	1,120	24.6	69
Admissions Evaluators	24.3	148	184	24.3	-
Mortgage Closing Clerks	23.4	205	253	23.4	-
Craft & Kindred Workers					
Dental Lab. Technicians	36.0	266	359	36.0	-
Setters, Plastic Molding Machine	34.7	147	198	34.7	-
Fire Bosses	34.2	389	522	34.2	34
Roof Bolters	34.1	1,943	2,605	34.1	180
Mine Machine Mechanics	33.6	2,173	2,902	33.6	156
Structural Steel Workers	28.4	1,139	1,460	28.4	67
Glaziers	27.3	355	452	27.3	22
Operatives					
Blow Molding Machine Operators	35.4	175	237	35.4	-
Finishers, Hand	34.5	365	491	34.5	28
Panelboard Oper./Grind Mill Oper.	34.4	-	-	-	-

Table XIII
FAST-GROWING OCCUPATIONS

Occupation	Percent	Employment 1978	Employment 1985	Rate of Growth 1978-85	Total Job Openings Annual Averages 1978-1985
Headers, Bottomers, Car Droppers	34.2	316	424	34.2	32
Brattice Builders	34.1	699	937	34.1	49
Coal Washers	34.1	305	409	34.1	22
Cont. Mining Machine Operators	34.1	634	850	34.1	45
Cutting Machine Operators	34.1	963	1,291	34.1	68
Tipple Operators	34.1	833	1,117	34.1	59
Long Wall Miner Oper. Helpers	33.9	165	221	33.9	-
Service Unit Oper., Oil Well	33.9	-	-	-	-
Shuttle Car Operators	33.9	1,921	2,573	33.9	135
Loading Machine Operators	32.8	104	108	3.9	81
Blasters, Mining & Quarrying	32.5	1,138	1,508	32.5	75
Drillers, Machine	32.1	1,404	1,854	32.1	95
Extruder Operators, Rubber or Plastic	31.5	543	714	31.5	35
Extruder Operator Helpers, Rubber of Plastic	30.7	163	213	30.7	-
Exterminators	30.1	269	350	30.1	-
Drillers, Hand	26.8	112	142	26.8	-
Electric & Electronic Assembler B	26.2	1,601	2,020	26.2	89
Wire Drawers	25.0	216	270	25.0	-
Coilers, Winders A/O Spoolers	24.9	217	271	24.9	-
Sewing Mach. Oper., Spec. Equip., Garment	24.8	3,454	4,309	24.8	245
Grinder Operators	23.9	184	228	23.9	-
Coil Winders	23.8	370	458	23.8	20
Pourers, Metal	23.6	165	204	23.6	-
Service Workers					
Nurse Aide/Orderly	34.6	15,424	20,756	34.6	1,448
Child Care Attendants	33.8	308	412	33.8	32
Psychiatric Aides	30.7	1,022	1,336	30.7	90
Housekeeper, Motel/Hotel	30.3	849	1,106	30.3	82
Lifeguards	27.8	299	382	27.8	30
Cooks, Institutional	26.2	10,706	13,510	26.2	945
Medical Assistants	24.9	1,668	2,083	24.9	136
Welfare Service Aides	24.6	1,575	1,962	24.6	116
Child Care Workers	23.6	3,858	4,770	23.6	332
Laborers, except Farm					
Pipelayers	78.2	671	793	78.2	35
Fence Erectors	33.9	174	233	33.9	-
Reinforcing Iron Workers	32.9	392	517	32.9	29
Furnace Oper. Helper/Heat Helper	29.4	160	207	29.4	-
Animal Caretakers	27.8	432	552	27.8	36

BARRIERS TO EMPLOYMENT

An analysis of barriers to employment normally yields two distinct yet related groups of barriers: personal and institutional. Personal barriers include lack of work experience, obsolete job skills, educational attainment, etc. Institutional barriers include lack of industrial expansion to provide jobs, employment pathways, low pay scales, etc.

Kentucky is a diverse state geographically and economically. As such, the barriers in one area of the state may be different, both in terms of content and severity. Still, certain barriers are universal statewide, and this section relates some of the more pervasive of these barriers.

1. Lack of job openings - The economic base needs to expand in order to provide jobs for both those wishing jobs and currently in the labor force and those entering or re-entering the labor force. When the economy isn't expanding rapidly enough, secondary labor market jobs (low skill, low salaries, etc.) normally make up a much larger share of available jobs. Many of these jobs do not provide a salary adequate for basic needs yet their salary levels may negate the individual's possibilities for public assistance. Hence, people prefer to remain under the public assistance umbrella.

2. Geographical and climatic concerns - In several rural areas, particulary in eastern Kentucky, the road systems are not adequate for quick, convenient travel to or from employment markets. In addition to this, winters take their toll as certain rural roads may become impassable. Coupled with this the lack of cheap common carrier transport for those without private means and this barrier is severe. In several of the urban areas, lack of efficient and cheaper bus services is less of a problem, as transit systems are revitalized.

3. Counseling needs - Many of Kentucky's individuals pursuing employment may lack certain job-oriented needs or sufficient motivation toward employment. Counseling sessions can provide an individual plan aimed at minimizing or eliminating problems. The plan may call for new training (because of obsolete skills), adjustments in lifestyle (brought on by a move from the rural to the urban environment), lack of adequate child care, etc. Perhaps the greatest counseling problem is the lack of motivation that many marginal applicants display. Far too many times

this is the result of a "history of failure" on the part of the applicant to firmly establish a pattern of finishing efforts the applicant may have initiated.

4. Stereotyping - This problem is probably more prevalent in the urban areas than in the Commonwealth's rural areas. Too many times, discrimination, both manifest and latent, occurs because an individual may be from a different background culturally or ethnically.

5. Value systems - Too frequently the values of certain groups tend to conflict with the needs of modern society. In parts of Kentucky, the extended family concept remains extremely strong. People prefer to receive public assistance and stay with their families rather than leave their family's community. Additionally, concepts of rural "independence" remain strongly rooted throughout Kentucky, making adjustment rather difficult.

6. Training needs - A segment of those applying for employment are not job-ready, particulary for higher paying skilled jobs. Additionally, certain jobs become obsolete requiring those holding them to gain new skills. Job obsolescence, as a problem, will magnify in the future, as industries retool. Training for those in need may range from simplified literacy education to complex training programs, and may be offered on the job, in the classroom, or through a combination of both modes.

7. Educational attainment - Many jobs now require at minimum, a high school diploma or GED certificate. Unless a person has one of these, his options for stable employment are minimized.

8. Lack of good personal skills - Employers normally require employees to be clean and neat in appearance, personable, reliable and prompt. Some individuals need a regimen to gain these skills.

9. Child care - The cost and availability of adequate child care is crucial to families in which the mother must work. When good child care is offered at an affordable price, the mother may then opt for work or training.

10. Handicaps - Remnants of discrimination toward handicapped applicants are still found throughout the labor market. This problem becomes more acute as unemployment grows. Handicaps are normally assessed in terms of two groups: mental and physical handicaps. Research now shows that persons having mental and/or physical impairments can perform well in a number of primary labor market jobs. The key is to provide adequate counseling and assessment of the client and strong job development efforts with the employer.

CETA PLANNING TABLES
AN EXPLANATION

The basic CETA planning table has been prepared for each Area Development District and CETA Prime Sponsor. The data are estimated for FY 1983 according to guidelines provided by the Employment and Training Administration of the U. S. Department of Labor.

The column headed "Projected 1983 Total Population" reflects projected 1983 population for all ages in the area. The second column, headed "Estimated number of persons potentially eligible for CETA Programs Age 14+," can also be used as an estimate of those persons 14 years of age or older who are economically disadvantaged. The estimate of those persons unemployed for 15 weeks or more refers to the total number of people 14 years of age or older unemployed for at least 15 weeks at any time during the fiscal year and not necessarily for 15 consecutive weeks. The estimate of persons whose family income is less than OMB poverty guidelines refers to the total number of persons in poverty, including those under 14 years of age. The final column, an estimate of AFDC recipients, refers only to those 14 years of age or older.

Due to a lack of data on Hispanic, American Indian and Asian populations in Kentucky, the 1983 population data for ethnic groups has been divided into white and non-white, with Hispanic, American Indian and Asian groups included with blacks.

The table titled "Vertical Percent Distribution of CETA Eligible Population by Age, Race, and Sex - FY 1983" gives a percentage distribution of the eligible population by age, race, and sex. These estimates were made according to guidelines provided by the Employment and Training Administration of the U. S. Department of Labor.

Table XIV
Basic CETA Planning Table
FY 1983

Kentucky

	Projected 1983 Total Population	Estimated number of persons potentially eligible for CETA Programs Age 14+	Estimated number of persons unemployed for 15 weeks or more Age 14+	Estimated number of persons whose family income is less than OMB poverty guidelines All Ages	Estimated number of persons receiving AFDC Age 14+
Total 1/	3,780,757	572,902	113,253	628,378	103,166
Male	1,848,422	295,234	58,272	323,822	19,728
Female	1,932,335	277,667	54,981	304,556	83,438
15 & Under	953,956	5,220	1,175	5,726	1,813
16 - 19	264,897	117,280	23,521	128,634	19,993
20 - 21	140,464	63,229	12,625	69,351	7,120
22 - 44	1,287,540	310,324	61,311	340,372	64,769
45 - 54	359,230	51,034	9,749	55,974	7,459
55 & Over	774,670	25,818	4,868	28,319	2,016
White (not Hispanic)	3,490,183	474,060	89,764	519,964	67,327
Black (not Hispanic)	290,574 2/	95,799	22,775	105,080	34,853
Hispanic	N/A	973	211	1,078	161
American Indian or Alaskan Native	N/A	294	71	316	71
Asian or Pacific Islander	N/A	1,778	427	1,936	750

1/ Subgroups may not add to totals due to rounding.
2/ Represents total nonwhite population
NA Not available

Table XV
Vertical Percent Distribution of CETA Eligible Population
by Age, Race, and Sex
FY 1983

KENTUCKY

	Titles II and VII		Youth Programs
*Total	100.0	*Total	100.0
Male	52.2	Male	53.8
Female	47.8	Female	46.2
14-15	0.9	14-15	2.8
16-19	20.1	16-19	62.9
20-21	11.0	20-21	34.3
22-24	54.5	White, not Hispanic	80.5
45-54	9.0	Black, not Hispanic	19.0
55+	4.5	Hispanic	0.1
White, not Hispanic	82.5	American Indian & Alaskan	**
Black, not Hispanic	17.0	Asian & Pacific Islanders	0.3
Hispanic	0.2		
American Indian & Alaskan	0.1		
Asian & Pacific Islanders	0.3		

*Subgroups may not add to totals due to rounding

**Less than 0.05 percent

Table XVI
VETERAN POPULATION
FY 1983

PRIME SPONSORS	Total Pop.	Total Vet. Pop.	Vet. % of Tot. Pop.	VIETNAM ERA VETERANS: Total Viet. Vet. Pop.	VIETNAM ERA VETERANS: % of Tot. Vet. Pop.	VIETNAM ERA VETERANS: Viet. Vets. Under 35 Pop.	VIETNAM ERA VETERANS: % of Total Vet. Pop.	DISABLED VETERANS: Total Dis. Vet. Pop.	DISABLED VETERANS: % of Tot. Vet. Pop.	DISABLED VETERANS: Sp. Dis. Vet. Pop.	DISABLED VETERANS: % of Tot. Vet. Pop.
Balance of State	2,231,286	231,220	10.4	66,754	28.9	46,073	19.9	13,401	5.8	3,912	1.7
Bluegrass Emp. and Training	307,819	35,025	11.4	11,595	33.1	8,003	22.8	1,696	4.8	459	1.3
E.K.C.E.P.	541,100	36,302	6.7	11,013	30.3	7,602	20.9	1,929	5.3	511	1.4
Lou./Jeff. County	700,552	110,453	15.8	35,638	32.3	24,597	22.3	5,689	5.2	1,313	1.2
KENTUCKY	3,780,757	413,000	10.9	125,000	30.3	86,275	20.9	22,715	5.5	6,195	1.5

ESTIMATED NUMBER OF PERSONS POTENTIALLY ELIGIBLE FOR CETA PROGRAMS

PRIME SPONSORS	Total	Total Veterans	Vet. % of Total	VIETNAM ERA VETERANS: Total Vietnam Veterans	VIETNAM ERA VETERANS: % of Total Veterans	VIETNAM ERA VETERANS: Vietnam Veterans Under 35	VIETNAM ERA VETERANS: % of Total Veterans	DISABLED VETERANS: Total Disabled Veterans	DISABLED VETERANS: % of Total Veterans	DISABLED VETERANS: Special Disabled Veterans	DISABLED VETERANS: % of Total Veterans
Balance of State	349,872	41,027	11.7	16,485	40.2	11,594	28.3	2,493	6.1	627	1.5
Bluegrass Emp. and Training	35,458	4,745	13.4	1,893	39.9	1,505	31.7	293	6.2	78	1.6
E.K.C.E.P.	109,954	9,571	8.7	4,377	45.7	3,151	32.9	554	5.8	135	1.4
Lou./Jeff. County	77,618	11,114	14.3	4,331	39.0	3,423	30.8	699	6.3	174	1.6
KENTUCKY	572,902	66,457	11.6	27,086	40.8	19,673	29.6	4,039	6.1	1,014	1.5

Source: Kentucky Department for Human Resources, Bureau for Manpower Services, and the Veterans Employment Service

Compiled 4/82

EX-OFFENDERS

THE "TYPICAL" KENTUCKY INMATE

The typical offender committed to the Kentucky Department of Corrections is:

Male (96.6 percent male, 3.4 percent female);

Caucasian (72.2 percent white, 27.8 percent non-white);

24 years old;

From Fayette or Jefferson Counties

Single, divorced or separated;

Serving his first term in prison;

Convicted of a property crime;

Lacking in job skills and training;

Unlikely to have held any job longer than a year;

Lacking in formal education - has not completed high school;

Likely to be in need of medical attention, reporting several medical problems;

Likely to have a history of substance abuse, including regular use of alcohol, marijuana, narcotics and/or stimulants.

Source: Information obtained from the Department of Corrections, Planning and Evaluation Branch, Offender Records System. Based on information from July 1, 1979 through May 1, 1981.

Table XVII
Estimated Number of Ex-Offenders
In Kentucky by County

County Name	Ex-Offenders	County Name	Ex-Offenders
Kentucky	64,645	Crittenden	182
Balance of State	35,259	Cumberland	238
		Daviess	1,876
Adair	252	Edmonson	98
Allen	98	Elliott	42
Anderson	77	Estill	98
Ballard	98	Fayette	5,551
Barren	637	Fleming	322
Bath	105	Floyd	462
Bell	427	Franklin	567
Boone	798	Fulton	161
Bourbon	161	Gallatin	91
Boyd	1,001	Garrard	98
Boyle	679	Grant	175
Bracken	217	Graves	462
Breathitt	294	Grayson	294
Breckinridge	161	Green	28
Bullett	406	Greenup	308
Butler	105	Hancock	63
Caldwell	308	Hardin	756
Calloway	623	Harlan	1,008
Campbell	1,148	Harrison	189
Carlisle	35	Hart	315
Carroll	406	Henderson	1,456
Carter	105	Henry	245
Casey	175	Hickman	63
Christian	2,030	Hopkins	686
Clark	826	Jackson	217
Clay	476	Jefferson	16,219
Clinton	70	Jessamine	252

Table XVII
Estimated Number of Ex-Offenders
In Kentucky by County

County Name	Ex-Offenders	County Name	Ex-Offenders
Johnson	147	Nelson	280
Kenton	2,072	Nicholas	105
Knott	133	Ohio	105
Knox	308	Oldham	567
Larue	154	Owen	21
Laurel	609	Owsley	84
Lawrence	77	Pendleton	196
Lee	168	Perry	322
Leslie	273	Pike	749
Letcher	308	Powell	210
Lewis	154	Pulaski	574
Lincoln	301	Robertson	42
Livingston	84	Rockcastle	196
Logan	392	Rowan	378
Lyon	84	Russell	77
McCracken	1,687	Scott	224
McCreary	147	Shelby	623
McLean	56	Simpson	175
Madison	1,120	Spencer	35
Magoffin	77	Taylor	259
Marion	189	Todd	175
Marshall	231	Trigg	175
Martin	105	Trimble	70
Mason	399	Union	378
Meade	175	Warren	2,212
Menifee	77	Washington	84
Mercer	448	Wayne	140
Metcalfe	105	Webster	154
Monroe	357	Whitley	385
Montgomery	364	Wolfe	126
Morgan	161	Woodford	126
Muhlenberg	196		

APPENDICES

Table XVIII
Population by Age, Race and Sex
1980
Balance of State

	Total	Male	Female	Nonwhite	Nonwhite Male	Nonwhite Female
Total	2,157,954	1,063,257	1,094,697	123,806	63,488	60,318
0-13	476,449	241,511	234,938	29,479	14,871	14,608
14-24	447,494	237,075	210,419	36,662	21,299	15,363
25-34	333,616	166,324	167,292	21,383	11,529	9,854
35-44	241,467	119,190	122,277	9,970	4,377	5,593
45-54	207,245	100,758	106,487	8,474	3,753	4,721
55-64	197,336	92,523	104,813	7,377	3,314	4,063
65+	254,347	105,876	148,471	10,461	4,345	6,116

Table XIX
Civilian Labor Force Trends
Balance of State Prime Sponsor

	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rates		
				Prime Sponsor	State	Nation
1981 Annual Average	982,540	899,237	83,303	8.5	8.4	7.6
December	985,604	893,125	92,479	9.4	9.5	8.3
November	996,143	909,206	86,937	8.7	8.8	7.9
October	997,446	927,762	69,684	7.0	7.0	7.5
September	992,240	924,232	68,008	6.9	6.9	7.3
August	983,877	910,544	73,333	7.5	7.7	7.2
July	962,934	884,937	77,997	8.1	8.1	7.3
June	1,001,013	918,280	82,733	8.3	8.4	7.7
May	988,435	910,597	77,838	7.9	8.1	7.1
April	977,398	896,166	81,232	8.3	8.5	7.0
March	970,989	880,576	90,413	9.3	8.9	7.7
February	970,840	869,867	100,973	10.4	9.7	8.0
January	963,535	865,504	98,031	10.2	9.5	8.2
1980 Annual Average	955,885	876,289	79,596	8.3	8.1	7.1
December	948,093	872,864	75,229	7.9	7.6	6.9
November	960,763	888,140	72,623	7.6	7.3	7.1
October	976,890	899,202	77,688	8.0	7.7	7.1
September	974,010	892,389	81,621	8.4	8.3	7.1
August	969,398	885,929	83,469	8.6	8.6	7.5
July	973,781	880,475	93,306	9.6	9.0	7.9
June	984,818	895,634	89,184	9.1	9.0	7.8
May	968,036	892,693	75,343	7.8	7.6	7.0
April	949,423	875,029	74,394	7.8	7.6	6.6
March	929,571	854,663	74,908	8.1	7.7	6.6
February	920,494	837,569	82,925	9.0	8.8	6.8
January	915,321	840,872	74,449	8.1	7.9	6.8
1979 Annual Average	918,079	867,161	50,918	5.5	5.6	5.8
1978 " "	912,692	865,665	47,027	5.2	5.3	6.0
1977 " "	887,890	847,541	40,349	4.5	4.6	7.0
1976 " "	850,024	805,091	44,933	5.3	5.6	7.7
1975 " "	820,351	757,720	62,631	7.6	7.3	8.5
1974 " "	821,113	782,390	38,723	4.7	4.5	5.6
1973 " "	800,552	770,452	30,100	3.8	3.7	4.9
1972 " "	751,693	708,887	42,806	5.7	5.9	5.6

Table XX
Basic CETA Planning Table
FY 1983

Balance of State

	Projected 1983 Total Population	Estimated number of persons potentially eligible for CETA Programs Age 14+	Estimated number of persons unemployed for 15 weeks or more Age 14+	Estimated number of persons whose family income is less than OMB poverty guidelines All Ages	Estimated number of persons receiving AFDC Age 14+
Total 1/	2,231,286	349,872	64,935	383,749	45,176
Male	1,100,599	182,327	33,706	199,981	9,338
Female	1,130,687	167,544	31,229	183,768	35,838
15 & Under	561,990	3,246	649	3,561	751
16 - 19	155,993	77,374	14,566	84,867	9,261
20 - 21	82,878	39,633	7,400	43,470	3,031
22 - 44	751,495	181,909	33,630	199,519	27,679
45 - 54	212,235	30,815	5,629	33,797	3,477
55 & Over	466,695	16,897	3,063	18,533	982
White (not Hispanic)	2,102,942	307,157	56,352	336,903	34,964
Black (not Hispanic)	128,344 2/	41,005	8,239	44,984	9,947
Hispanic	N/A	582	118	632	67
American Indian or Alaskan Native	N/A	146	39	158	13
Asian or Pacific Islander	N/A	981	189	1,069	181

1/ Subgroups may not add to totals due to rounding.
2/ Represents total nonwhite population
NA Not available

Table XXI
Vertical Percent Distribution of CETA Eligible Population
by Age, Race, and Sex
FY 1983

BALANCE OF STATE

	Titles II and VII		Youth Programs
*Total	100.0	*Total	100.0
Male	52.7	Male	53.1
Female	47.3	Female	46.9
14-15	0.9	14-15	2.7
16-19	21.9	16-19	64.4
20-21	11.2	20-21	32.9
22-44	52.0	White, not Hispanic	87.1
45-54	9.0	Black, not Hispanic	12.5
55+	4.9	Hispanic	0.1
White, not Hispanic	89.1	American Indian & Alaskan	**
Black, not Hispanic	10.4		
Hispanic	0.2	Asian & Pacific Islanders	0.2
American Indian & Alaskan	**		
Asian & Pacific Islanders	0.3		

*Subgroups may not add to totals due to rounding

**Less than 0.05 percent

LABOR MARKET INFORMATION GLOSSARY

ACTIVE FILE. A file of currently used records such as claims records or work registrations (applications).

AGRICULTURAL EMPLOYMENT. Includes self-employed farmers, family members (including unpaid family members) and hired workers who performed work on farms for the pay period including the 12th of the month.

APPLICANT. A person, legally qualified to work in the United States, who has either a partial or full application record.

AVERAGE HOURLY EARNINGS. The average hourly earnings of production or non-supervisory workers in any industry. Published each month for selected industries.

CIVILIAN LABOR FORCE (CLF). All persons 16 years of age and over residing within a specific geographic area (excluding members of armed forces) who are classified as employed, unemployed and seeking employment, or involved in a labor dispute.

CURRENT EMPLOYMENT STATISTICS (CES). Monthly current estimates of nonagricultural wage and salaried employment, hours and earnings by industry based on a sample of employing establishments which report their total employment, earnings paid and hours worked for production/non-supervisory employees.

CURRENT POPULATION SURVEY (CPS). A national survey conducted each month with a scientifically selected sample representing the noninstitutional civilian population in the United States. This survey provides monthly statistics on employment, unemployment, and related subjects which are analyzed and published by the Bureau of Labor Statistics of the U.S. Department of Labor.

DICTIONARY OF OCCUPATIONAL TITLES (DOT). The dictionary makes available descriptive information concerning most jobs in the U. S. economy. It presents a systemized numerical classification structure by means of which occupations are arranged according to job content, tasks or activities performed, and inter-relationships with other occupations. The standardization of job titles and the accompanying definitions of job duties provide a unique tool for the many users of occupational information.

DURABLE GOODS. Known as "hard goods", the term refers to manufactured or processed items generally considered to have a normal life expectancy of three years or more. The durable goods manufacturing industries are ordnance, lumber and wood, furniture, stone-clay-glass, primary and fabricated metals, nonelectrical and electrical machinery, transportation equipment, instruments, and miscellaneous manufacturing. The corresponding standard industrial classification codes (SIC's) are 19, 24, 25, 32, 33, 34, 35, 36, 37, 38, and 39. Also see NONDURABLE GOODS.

ECONOMIC INDICATORS. Measurements of various economic and business movements and activities of a community such as: employment, unemployment, hours worked, income, savings, volume of building permits, volume of sales, etc., whose fluctuations affect and may be used to determine overall economic trends.

ECONOMICALLY DISADVANTAGED (CETA). A person who is either:

(i) a member of a family which receives public assistance;
(ii) a member of a family whose income during the previous 6 months, on an annualized basis, was such that:

(A) the family would have qualified for public assistance, if it had applied for such assistance, or
(B) it does not exceed the poverty level, or
(C) it does not exceed 70 percent of the Lower Living Standard Income Level;

(iii) a foster child on whose behalf State or local government payments are made;
(iv) a client of a sheltered workshop;
(v) a handicapped individual who is living at home and who is unemployed;
(vi) institutionalized in a prison, hospital, or similar institution; or

(vii) a regular outpatient of a mental hospital, rehabilitation facility, or similar institution.

EMPLOYMENT. Employment is expressed as the number of persons who, during the reference period (i.e., the week which includes the 12th of the month), worked as paid employees, in their own business, profession, or farm, or who worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family. Employment also includes all those persons who were not working but had jobs or businesses from which they were temporarily absent because of illness, bad weather, vacation, labor-management disputes, or personal reasons, regardless of whether or not they were seeking other jobs.

EMPLOYMENT SECURITY AUTOMATED REPORTING SYSTEM (ESARS). A subsystem of the Manpower Operations Data System (MODS) which generates statistical output reports.

ENTRY-LEVEL JOBS. A job in which employers will accept and hire workers with little or no previous experience in the occupation and with relatively minimum training or education for the specific job.

EXPANSION DEMAND. The new job openings created by expansion or growth in a given occupation or industry. (See Labor Demand and Replacement Demand)

FISCAL YEAR (FY). A term utilized by most governmental agencies to denote a year beginning October 1 and ending September 30 of the next calendar year. Thus, FY '81 is October 1, 1980 to September 30, 1981.

INDUSTRY. Used in the compilation of economic statistics, an industry describes a type of economic activity in which a firm or group of firms is engaged. The STANDARD INDUSTRIAL CLASSIFICATION system provides numerical classifications for these activities.

JOB-READY APPLICANT. An applicant who does not need employability development services in order to be referred to a job opening.

JOB VACANCIES. Jobs for which an employer is actively trying to recruit workers from outside of his establishment.

LABOR DEMAND. As used for labor market analysis and for civilian labor force projections, labor demand is an estimate of the number of job opportunities which exist and will occur over a given period of time.

LABOR FORCE PARTICIPATION RATE. The proportion of non-institutional population 16 years and over that is in the labor force.

LABOR MARKET AREA. A labor market area consists of a central city or cities and the surrounding territory within commuting distance. It is an economically integrated geographical unit within which workers may readily change jobs without changing their place of residence. The area generally takes the name of its central city. The boundaries depend primarily on economic and geographic factors, and not on political jurisdiction.

LABOR MARKET INFORMATION. The delivery of labor foce, employment, unemployment, wage, supply and demand, occupational, industrial and economic and demographic data for the analysis of manpower problems.

LABOR SUPPLY. The number of workers who are unemployed and seeking work, or who would seek employment if they believed jobs were available.

LABOR SUPPLY AND DEMAND. One of the concepts used to describe the interaction of job seekers and employers in the labor market. Analysis of labor demand/supply provides indications of whether or not at prevailing wages, working conditions, location, etc., the number of job seekers (supply) and jobs offered (demand) are in balance. (See Shortage and Surplus Occupations)

LABOR TURNOVER. When applied to the total labor force for an occupation, industry, or area, labor turnover refers to the movement into (accessions, including new hires and recalls) and out of (separations, including quits, layoffs, etc.) jobs during a given period of time by workers.

MINORITY. A term denoting those persons who are non-white, of Spanish-Heritage or those having other characteristics which pose a barrier to employment.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT. All full-time and part-time employees of all classes (including employees on paid vacation or paid sick leave) who work in or receive compensation from nonagricultural establishments for any part of the pay period including the 12th of the month.

NONDURABLE GOODS. Known as "soft goods," nondurable goods refer to manufactured or processed items generally considered to last for a short time-three years or less. The nondurable manufacturing industries include food, tobacco, textiles, apparel, paper, printing, chemicals, petroleum, rubber, and leather. The corresponding standard industrial classification codes (SIC's) are 20, 21, 22, 23, 26, 27, 28, 29, 30, and 31. Also see DURABLE GOODS.

OCCUPATIONAL DEMAND. Demand for workers when listed by occupation other than industry. See LABOR DEMAND.

OCCUPATIONAL MOBILITY. The transfer of workers from one occupation to another. A change in occupations may be along a path of advancement or "career ladder," among related occupations or "job clusters," or among unrelated occupations or "job clusters," or among unrelated occupations-- "career lattices".

PRIMARY LABOR MARKET. Jobs characterized by high wages and good working conditions. These jobs are also characterized by good advancement possibilities, employment stability, and the fair administration of work rules using established procedures.

PROJECTIONS. Projections are forecasts into the future based upon specified assumptions of past trends in employment, labor force, job opportunities, etc., both on a total basis as well as by occupation and/or industry based upon previous experiences of employment, the labor force, and job opportunities. Projections may be short range (i.e., for three years or less) or long range (i.e., for more than three years).

REPLACEMENT DEMAND. The demand or job openings, created by workers who leave the labor force for any reason or who change occupations, is known as REPLACEMENT DEMAND and is part of total demand.

SEASONAL FACTORS. The fluctuations in a statistical series (eg, employment, unemployment, etc.) resulting from varying cycles in individual industries and/or combinations of industries, such as, weather conditions, holidays, and the start or end of vacation seasons.

SECONDARY LABOR MARKET. Jobs which are characterized by low pay, poor working conditions, few advancement possibilities, and a very personalized employee - supervisor relationship which lends itself to favoritism and a lack of standard work discipline.

SHORTAGE OCCUPATIONS. Occupations for which recruitment needs cannot be met within a reasonable time period because of the lack of qualified workers. The persistence of a large number of openings is not always in itself a sign of worker shortages.

STANDARD INDUSTRIAL CLASSIFICATION MANUAL (SIC). The SIC covers the entire field of economic activity. It makes it possible to classify establishments according to type of activity and may be classified according to 2, 3, or 4 digit basis, according to the detail of information required. The SIC promotes uniformity and comparability in presentation of statistical data and also facilitates collection, tabulation, presentation and analysis of data.

STANDARD METROPOLITAN STATISTICAL AREA (SMSA). An SMSA is generally designated on the basis of population statistics reported in a census conducted by the Bureau of the Census and involves two basic criteria. An SMSA is defined as a city or group of contiguous cities with 50,000 or more inhabitants. This is the central city. The county in which the central city is located is defined as the central county. An SMSA also may include an additional county or counties contiguous to the SMSA when the economic and social relationships between the central and contiguous counties meet specified criteria of metropolitan character and integration. There is no limit to the number of outlying metropolitan counties so long as all other criteria are met. SMSA's may cross State lines if necessary to include qualified contiguous counties.

SUPPLY AND DEMAND. One of the various tools used to indicate an adequate supply or oversupply of workers, or a demand for workers in a specific occupation or in a general area.

SURPLUS OCCUPATIONS. Those occupations in which there are an insufficient number of jobs available as compared to the number of workers who are willing to accept the jobs. (See Shortage Occupations)

TOTAL EMPLOYMENT CONCEPT. The summation of workers in agriculture, in private non-agriculture wage and salary activities, government, those self-employed, and unpaid family workers (e.g., family members working in family operated business)

TOTAL LABOR FORCE. The count of both Civilian Labor Force and the Armed Forces by place of residence. (See Civilian Labor Force and Work Force).

UNDEREMPLOYED. A term used to refer to persons who are working below their earning capacity or level of competence. This includes persons employed part-time for economic reasons. The terms underemployed and underutilized are used interchangeably.

UNEMPLOYED. Persons in the labor force 16 years and over who did not work during the survey week, but who made specific efforts to find a job within the last 4 weeks and who are available for work during the survey week. Also included were those who were not working and were waiting to report to a new wage or salary job within 30 days.

UNEMPLOYMENT INSURANCE. Unemployment insurance is a program for the accumulation of funds paid by employers, to be used for the payment of unemployment insurance to workers during periods of unemployment which is beyond their control. Unemployment insurance replaces a part of the worker's wage loss if he becomes eligible for payments.

UNEMPLOYMENT RATE. The number of unemployed persons as a percentage of the Civilian Labor Force. The rate may be computed on a national, State or area basis.

WORKFORCE. The sum of employment on a place of work basis plus unemployment. Workforce may be contrasted with labor force which is the sum of employment on a place of residence basis plus unemployment. The workforce concept takes account of the incommuting or outcommuting in a labor area and for multiple job-holding. In using the labor force rather than the workforce.